OFFICER PERSONNEL MANAGEMENT

MR. Jim Wells - 615-313-3108
james.m.wells@us.army.mil

MSG Swallows - 615-313-3110
david.swallows@ng.army.mil

SGT Brannom - 615-313-3130
ashley.bartoszek@ng.army.mil

SGT Thompson - 615-313-3107
yolanda.m.thompson@ng.army.mil

Request For Officer Branch Transfer (1 of 2)

- References:
  - DA PAM 600-3
- Most Common errors
  - No DA 1059 for previous OBC or OAC
  - Soldier must be in a position of requested Branch

Request For Officer Branch Transfer (2 of 2)

- Encls
  - Soldiers Request
- If not qualified
  - Will receive an education stipulation
  - Will not be awarded branch or Federal Recognition until qualified

Officer Interstate Transfer (1 of 2)

- References
  - NGR 600-100

Officer Interstate Transfer (2 of 2)

- Enclosures:
  - DA Form 4187
  - DA Form 2-1
  - DD Form 2808/2807-1 w/Annual Medical Certificate (AMC)
  - Personnel Qualification Report (PQR),
  - NGB Form 23B, (RPAS Statement)
  - Federal Recognition Order
  - Request from officer for branch transfer (if applicable)

Education Stipulation

- Ed Stips
  - Imposed when an officer is Branch transfer has been approved, but is not qualified
  - Once the officer has completed the Ed Stip
    - the DA Form 1059 should be attached to the letter that was sent to the officer with the requirement(s) to JFHQ-TN-G1-O

Federal Recognition Board (1 of 2)

- References
  - NGR 600-100
  - NGR 600-101
- All FRB packets must be received by DCSPER-O NLT 14 Working days prior to the board convening

Federal Recognition Board (2 of 2)

- **Actions Requiring FRB:**
  - Appointment of Warrant Officer Candidate
  - Initial appointment(OCS and ROTC graduates do not appear)
  - Re-appointments (must make appearance)
  - Branch Transfers
  - Appointment of USAR officers in the same grade but in new branch, except Second Lieutenants who have not completed a basic officer course or its equivalent

Questions?

Commissioning Process: Appointments and Direct Appointments

SGT Ashley Brannom

615/313-3130

STATE OCS

- The State OCS option is a 16 month course of instruction conducted by the 117th RTI.
- Upon commissioning, each officer must attend a Basic Officer Leadership Course within 18 months (one six-month extension may be granted) in the branch to which assigned

Direct Commissioning Program for Basic Branches

- An alternate commissioning source for exceptionally qualified individuals.
- At a minimum, SM's current Company and Battalion Commanders must provide letters recommending SM.
- Letters must contain objective details outlining the traits, actions, skills, experiences, characteristics, training and education that indicate the individual is exceptionally qualified to received a direct appointment in lieu of completing an OCS program.

Minimum Requirements

- Must have served 24 months of active status in any recognized unit. Additionally, SM must serve at least 12 months in an Active ARNG unit immediately proceeding the application for consideration.
- Applicants will possess the minimum grade of E5;E4 if a graduate of PLDC
- Minimum age is 22 years. Maximum age is 30. AG may waiver up to 35. NGB may waive up to 39 years 364 days.
- Must be a US citizen
- Official transcript as proof of completion of baccalaureate degree from an accredited college or university. (MUST BE ENDORSED BY ESO)
- GT Score of 110 or higher
- OCS Enrollment History Statement

Minimum Requirements Continued

- Current AR 40-501, Chapter 2 commissioning physical within 2 years of commission
- Must meet height/weight standards prescribed in AR 600-9. Ht/Wt statement must be dated within 90 days of application.
- Must pass a standard AFPT with a minimum of 70 points per event. Must be within 6 months of application.
- Must have a minimum of a final secret security clearance.
- Must have a valid position vacancy. Slotting in excess is not authorized.
- Must be assigned a mentor.

Additional Information

- Will not be direct appointed into the basic branches above the rank of 2LT.
- Required to attend an OBC within 12 months of appointment.
- Be advised that individual must complete a minimum of 10 years Commissioned service in order to retire at the highest commissioned rank successfully held, if they become members of the AGR program.
- Not authorized waivers or exceptions to policy for any of the provisions of NGR (AR) 600-100, paragraph 2-8 or subparagraphs 2-9 a, b and d.
- Authorized waivers and/or exceptions to policy, regardless of nature, are considered on a case-by-case basis only.
- Soldier must be boarded by a Federal Recognition Board and appointed NLT 90 days after date of NGB’s endorsement or the approval becomes invalid.

Supporting Documentation

NGB FORM 62E	TAB A
Letters of Recommendation	TAB B
Birth Certificate/Proof of Citizenship	TAB C
Original Physical Examination	TAB D
Certified Proof of Final Security Clearance	TAB E
Original College Transcripts	TAB F
OCS Enrollment & Attendance History	TAB G
Certified Copy of DA Form 2-1	TAB H
NCOERs	TAB I
Certified DA Form 705	TAB J
Certified Height & Weight Statement	TAB K
Waivers (less medical)	TAB L
Mentor Assignment	TAB M

Questions?

WARRANT OFFICER PROCUREMENT PROGRAM

POC
CW3 LEE KIES
COMM 615-313-3026
TN-NET 3026
E-MAIL lee.kies@ng.army.mil

OFFICER PERSONNEL MANAGEMENT

iPERMS

Ensure that your Soldiers are reviewing their documents

Can track what documents have been viewed

Can track when the last time the Soldier viewed their iPERMS

iPERMS

Documents that are input into iPERMS are usually ready
viewing within 1 to 2 hours.

Documents that are routed to SIDPERS takes longer du
SIDPERS having to key the documents.

If the document does not have the soldiers SSN on the
document then the SSN must be written on the docume

School Documents must be 40 Hours or more before th
can input into iPERMS.

OFFICER PERSONNEL MANAGEMENT

iPERMS

HOW TO REPORT A PROBLEM

iPERMS Online - Microsoft Internet Explorer provided by Tennessee Army National Guard

File Edit View Favorites Tools Help

Back Search Favorites

Address http://ngtna0-47270-04/rms/rms.html Go Links

OFFICIAL MILITARY PERSONNEL FILE

OMPF

iPERMS

Personnel Electronic Records Management System

Documents | Help | FAQ

You last reviewed your record on 2007-10-16 07:52

Welcome David Thomas Swallows Document Search: GO View as originals: Validation Download Logout

- Documents
  - Performance
  - Service
  - Restricted
  - MPRJ
  - Medical
  - Other
  - State/Territory
  - Deployment/Mob

Title (most recent document)	Name	Effective	Pages
✔ 10 + COURSE COMPLETION CERTIFICATE (RESIDENT OR NONRESIDENT)	CRS CMPL	2007-07-19	1
✔ 28 + NCO EVALUATION REPORT	DA 2166-8	2006-05-31	2
✔ 4 + DOCS/CERT THAT AWD BADGES,SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	AWD DOC	2005-11-30	1
✔ 5 + ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	AWD ORDER	2005-11-15	1
✔ 4 + CERTIFICATE OF ACHIEVEMENT/APPRECIATION/COMMENDATION	CERT ACHV	2005-11-01	1
✔ LETTER OF RETENTION UNDER QUALITATIVE RETENTION PROGRAM (ENLISTED) (USAR)	QUALRET ENL 2	2005-03-01	1
✔ 2 + SERVICE SCHOOL ACADEMIC EVALUATION REPORT	DA 1059	2003-06-21	1
✔ 7 + CERTIFICATE OF TRAINING	DA 87	2000-12-01	1
✔ 8 + LETTER OF COURSE COMPLETION VERIFICATION (RESIDENT AND NONRESIDENT)	CRS COMPL	1999-02-18	1
✔ LETTER OF APPRECIATION/COMMENDATION - LETTER/MEMO/MESSAGE	LTR APPR	1986-08-03	1
✔ 2 + COURSE COMPLETION CERTIFICATES FROM CIVILIAN COLLEGES AND UNIVERSITIES	CERT COMPL	1976-03-26	1
✔ CIVILIAN INSTITUTION DIPLOMA	DIPLOMA	1974-05-27	1

iPERMS Online Local intranet

Start Sent Items - Microsoft O... iPERMS Online - Microso... PERMS FOLDER Microsoft PowerPoint... 9:42 AM

iPERMS Online - Microsoft Internet Explorer provided by Tennessee Army National Guard

File Edit View Favorites Tools Help

Back Search Favorites

Address http://ngtna0-47270-04/rms/rms.html Go Links

OFFICIAL MILITARY PERSONNEL FILE

OMPF

iPERMS

Personnel Electronic Records Management System

Help Files

- How to...
- Add a Document
- **Make Correction**
- Report a Problem
- Ask a Question
- Document Viewing

Help with iPERMS Online--Make Correction

Correcting Document(s) in Your Record—Getting Started

To correct a document in your record, follow this step-by-step procedure. If a new copy of the document is required, you must submit a written request to the appropriate iPERMS office. The request must include all of the information that the office requires AND a clean, legible copy of the document. If a new copy of the document is NOT required (i.e., it is a case of misfiled or duplicate documents), you may submit your request for correction online. The "Make Correction" procedure will guide you through the process in either of these two cases.

IMPORTANT: All documents that are submitted MUST HAVE your Social Security Number (SSN) clearly visible on them.

To begin the step-by-step procedure to build your request to correct a document, press the *Next* button below. . . .

Next

Help Files
- How to...
- Add a Document
- Make Correction
- Report a Problem
- Ask a Question
- Document Viewing

Help with iPERMS Online--Make Correction

Step 1—Identify the Document to Correct

Use the *Find Document* button below to identify the document that you want to correct. When you press this button, you will be forwarded to the document-view interface under the Documents tab. Find the document that you want to correct and then click on it. You will then be returned to this page and the properties for the document you selected will be displayed in the box below.

Find Document

Current document selected for correction:

No document has been selected...

Previous Next

iPERMS Online - Microsoft Internet Explorer provided by Tennessee Army National Guard

File Edit View Favorites Tools Help

Back Search Favorites

Address http://ngtna0-47270-04/rms/rms.html Go Links

OFFICIAL MILITARY PERSONNEL FILE

OMPF

iPERMS

Personnel Electronic Records Management System

Documents | Help | FAQ

You last reviewed your record on 2007-10-16 07:

Welcome David Thomas Swallows Document Search: GO View as originals: Find Document Validation Download Logout

- Documents
  - Performance
  - Service
  - Restricted
  - MPRJ
  - Medical
  - Other
  - State/Territory
  - Deployment/Mob

	Title (most recent document)	Name	Effective	Pages
✔ 10 +	COURSE COMPLETION CERTIFICATE (RESIDENT OR NONRESIDENT)	CRS CMPL	2007-07-19	1
✔ 28 +	NCO EVALUATION REPORT	DA 2166-8	2006-05-31	2
✔ 4 +	DOCS/CERT THAT AWD BADGES,SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	AWD DOC	2005-11-30	1
✔ 5 +	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	AWD ORDER	2005-11-15	1
✔ 4 +	CERTIFICATE OF ACHIEVEMENT/APPRECIATION/COMMENDATION	CERT ACHV	2005-11-01	1
✔	LETTER OF RETENTION UNDER QUALITATIVE RETENTION PROGRAM (ENLISTED) (USAR)	QUALRET ENL 2	2005-03-01	1
✔ 2 +	SERVICE SCHOOL ACADEMIC EVALUATION REPORT	DA 1059	2003-06-21	1
✔ 7 +	CERTIFICATE OF TRAINING	DA 87	2000-12-01	1
✔ 8 +	LETTER OF COURSE COMPLETION VERIFICATION (RESIDENT AND NONRESIDENT)	CRS COMPL	1999-02-18	1
✔	LETTER OF APPRECIATION/COMMENDATION - LETTER/MEMO/MESSAGE	LTR APPR	1986-08-03	1
✔ 2 +	COURSE COMPLETION CERTIFICATES FROM CIVILIAN COLLEGES AND UNIVERSITIES	CERT COMPL	1976-03-26	1
✔	CIVILIAN INSTITUTION DIPLOMA	DIPLOMA	1974-05-27	1

Find the document to correct

Local intranet

Start | Sent Items - Microsoft O... | iPERMS Online - Micr... | PERMS FOLDER | Microsoft PowerPoint - [... | 9:48 AM

iPERMS Online - Microsoft Internet Explorer provided by Tennessee Army National Guard

File Edit View Favorites Tools Help

Back Search Favorites

Address http://ngtna0-47270-04/rms/rms.html Go Links

OFFICIAL MILITARY PERSONNEL FILE

OMPF

iPERMS

Personnel Electronic Records Management System

Help Files

- How to...
- Add a Document
- Make Correction
- Report a Problem
- Ask a Question
- Document Viewing

Help with iPERMS Online--Make Correction

Step 1—Identify the Document to Correct

Use the *Find Document* button below to identify the document that you want to correct. When you press this button, you will be forwarded to the document-view interface under the Documents tab. Find the document that you want to correct and then click on it. You will then be returned to this page and the properties for the document you selected will be displayed in the box below.

Find Document

Current document selected for correction:

Name:	QUALRET ENL 2
Title:	LETTER OF RETENTION UNDER QUALITATIVE RETENTION PROGRAM (ENLISTED) (USAR)
Effective Date:	2005-03-01
View:	*Click here to View this document*

Previous Next

View QUALRET ENL 2 (2005-03-01) Local intranet

Start | Sent Items - Microsoft O... | iPERMS Online - Micr... | PERMS FOLDER | Microsoft PowerPoint - [... | 9:48 AM

iPERMS Online - Microsoft Internet Explorer provided by Tennessee Army National Guard

File Edit View Favorites Tools Help

Back Search Favorites

Address http://ngtna0-47270-04/rms/rms.html Go Links

OFFICIAL MILITARY PERSONNEL FILE

OMPF

iPERMS

Personnel Electronic Records Management System

Help Files

- How to...
- Add a Document
- Make Correction
- Report a Problem
- Ask a Question
- Document Viewing

Help with iPERMS Online--Make Correction

Step 2—Identify the Problem with this Document

Use the following list to identify the problem with this document. Accurately identifying the problem(s) is important since the option(s) you select either create a memorandum for you to mail or submit a problem case to iPERMS Online.

- ○ Illegible: I will mail a better quality copy of this document.
- ○ Misfiled: This document should be refiled in a different category. *Identify the correct category:*
  - ○ Performance ○ Education & Training ○ Commendatory ○ Service
- ○ Duplicate: This duplicate document should be removed.
- ○ Not my document: This document should be removed.
- ○ Other Problem. *Identify the problem in the space provided below:*

☐ I will mail a new copy of this document.

◀ Previous Next ▶

iPERMS Online Local intranet

Start | Sent Items - Microsoft O... | iPERMS Online - Micr... | PERMS FOLDER | Microsoft PowerPoint - [... | 9:49 AM

iPERMS Online - Microsoft Internet Explorer provided by Tennessee Army National Guard

File Edit View Favorites Tools Help

Back Search Favorites

Address http://ngtna0-47270-04/rms/rms.html Go Links

OFFICIAL MILITARY PERSONNEL FILE

OMPF

iPERMS

Personnel Electronic Records Management System

Help Files

- How to...
- Add a Document
- Make Correction
- Report a Problem
- Ask a Question
- Document Viewing

Help with iPERMS Online--Make Correction

Step 3 - Enter Your Biographical Information

Fill out the form below as completely and accurately as possible. Whenever possible, iPERMS Online automatically prefills in your name and e-mail address. The information on this form will be used to generate your request for document correction in a later step. . . .

Full Name:	David Thomas Swallows
SSN:	- -
Rank:	-select-
Mailing Address—Line 1:	
Line 2:	
City:	**State:** **ZIP:** -
Phone Number COML:	- x
DSN:	-
Email Address:	

You have documents under the management of several iPERMS offices. From the following list, select the appropriate iPERMS office that will process your request:

OFFICE OF THE ADJUTANT GENERAL - STATE OF TENNESSE - ATTN: AGTN-DCSPER-PSB (TENNESSEE)

Previous Next

Next Step

Local intranet

Start | Sent Items - Microsoft O... | iPERMS Online - Micr... | PERMS FOLDER | Microsoft PowerPoint - [... | 9:49 AM

iPERMS Online - Microsoft Internet Explorer provided by Tennessee Army National Guard

File Edit View Favorites Tools Help

Back Search Favorites

Address http://ngtna0-47270-04/rms/rms.html Go Links

OFFICIAL MILITARY PERSONNEL FILE

OMPF

iPERMS

Personnel Electronic Records Management System

Help Files
- How to...
- Add a Document
- Make Correction
- Report a Problem
- Ask a Question
- Document Viewing

Help with iPERMS Online--Make Correction

Step 5—Submit Your Correction Electronically

Review all of the selections that you made. If they are correct, press the *Finish* button below to send your request to iPERMS Online. Note: At any time, you may use the *Previous* button to go back and change any of the information in this request.

Regarding Document:
Name: QUALRET ENL 2
Title: LETTER OF RETENTION UNDER QUALITATIVE RETENTION PROGRAM (ENLISTED) (USAR)
Effective Date: 2005-03-01

Problem: *Problem was not selected.*

My request should be processed by: OFFICE OF THE ADJUTANT GENERAL - STATE OF TENNESSE - ATTN: AGTN-DCSPER-PSB

My current biographical information is as follows:

Full Name: David Thomas Swallows
SSN: --
Rank:
Address—Line 1:
Line 2:
City: State: ZIP: -
COML Phone: () -
DSN Phone: -
Email:

If all of the information on this page is correct, press the Finish button to submit your request to iPERMS Online

Next Step Local intranet

Start | Sent Items - Microsoft O... | iPERMS Online - Micr... | PERMS FOLDER | Microsoft PowerPoint - [... | 9:50 AM

Questions?

OFFICER PERSONNEL MANAGEMENT

- ***REQUEST FOR DD FORM 214***

- ***REFERENCE AR 635-5 DATED 15 SEP 2000***
- ***MUST BE FOR PERIOD OF ACTIVE DUTY GREATER THAN 90 DAYS***
- ***MUST HAVE A MEMORANDUM FROM UNIT REQUESTING A DD FORM 214***
- ***THE MEMORANDUM MUST VERIFY THAT THE DUTY WAS PERFORMED***
- ***ALL ORDERS THAT PERTAIN TO THE PERIOD OF ACTIVE DUTY MUST BE ACCOMPY THE REQUEST***
- ***ALL DD 214'S ARE IN PUT IN TO iPERMS WHEN COMPLETED***

OFFICER PERSONNEL MANAGEMENT

NGB FORM 22

NGB FORM 22 ARE PROCESSED EACH MONTH

ALL NGB FORM 22’S ARE IN PUT IN TO iPERMS WHEN COMPLETED

ORB
OFFICER RECORDS BRIEF

ORB PREPARATION AND MAINTENANCE IS NOW A BDE LEVEL RESPONSIBILITY

POC FOR QUESTIONS CONCERNING ORB IS SGT THOMPSON

DA Promotions

SGT YOLANDA THOMPSON

Phone (615) 313-3107 or DSN 683-3107

FAX (615) 313-0849 or DSN 683-0849

E-mail:
yolanda.m.thompson@ng.army.mil

Promotions

- Department of the Army Mandatory Promotion Boards
- DA Promotion Packets
- REFERENCE: AR 135-155

THE ARMY NATIONAL GUARD OFFICER DEPARTMENT OF THE ARMY (DA) MANDATORY PROMOTION PROCESS

Updated Mar 2007

PURPOSE

To provide National Guard commissioned officers with information on the Department of the Army (DA) Mandatory Board promotion process.

DA MANDATORY BOARD RESPONSIBILITIES

- **HRC-STL**: (Human Resources St. Louis) Sets policy, publishes board dates, and convenes the boards

- **NGB**: creates the boards, generates AG601 rosters, has files electronically transferred to HRC-STL, and maintains tracking system for promotion packets

DA BOARD RESPONSIBILITIES (CONT.)

- **STATES**: Verify AG601 rosters, generate adds & deletes, and forward promotion packets to NGB

- **OFFICERS**: Review HRC-STL board file & iPERMS for missing documents, prepare documents for board, and provide completed packets to their state POC’s. If applicable, submit waivers for education.

GLOSSARY

- **“2xCITIZEN”:** Personnel program under HRC-STL website. The promotion board reviews the promotion file contained in this site. Officers need to ensure this is accurate.

- **AG601 ROSTER**: The report that identifies all officers in the zone of consideration for particular boards

- **AMEDD (Army Medical Department)**: Officers in the medical fields, including Army Nurses, Dental Corps, Veterinary Corps, etc.

GLOSSARY

- **APL/ (Army Promotion List)**: Officers in basic branches such as Infantry, Engineer, Quartermaster, etc.

- **MRD**: Mandatory Removal Date; the date after which an officer must be removed from the Reserve Active Status List (RASL). (Note: Officers whose MRD date is less than 90 days AFTER the convene date of the board are removed from consideration for the board. i.e. convene date is 1 MAY, officers with an MRD prior to 1 AUG are removed)

GLOSSARY (CONT.)

- **HRC - STL**: Human Resources Command – St. Louis. Human Resources Command for all policy decisions regarding promotions and the convening authority for DA Boards

- **RASL**: The Reserve Active Status List; single list that includes all ARNG and USAR officers in an active status

- **ZONE OF CONSIDERATION**: The zone which determines officers identified to go before a DA Board based on their Date of Rank

TWELVE BOARDS PER CALENDAR YEAR

- 08M AMEDD 1LT-CPT
- 08N AMEDD CPT-MAJ
- 07K CHAPLAIN 1LT-CPT
- 08K CHAPLAIN CPT-MAJ
- 08E APL CPT-MAJ
- 08P AMEDD MAJ-LTC

TWELVE BOARDS (CONT.)

- 08Q AMEDD LTC-COL (No board held)
- 08C APL LTC-COL (No board held)
- 08D APL MAJ-LTC
- 08J CHAPLAIN MAJ-LTC
- 08J CHAPLAIN LTC-COL
- 08F APL 1LT-CPT

BOARD TIMELINE

160 days:
Notify state POC when files are FTP and will be available for review

CONT

175 days:
Request Duplicate Document check from PERMS

180 days:
Mask OERs (State will Mask and PERMS will ensure)

200 days:
Email AG601 Roster to HRC STL

230 days:
Email AG601 Roster to State for Verification

240 days:
Officers to be considered identified.

BOARD TIMELINE

0 days:
Board Convenes

7 days:
Cutoff to submit packets to NGB

15 days Final Verification:
Report is forwarded to States POC

33 days:
Verification Rpt. & AG601 forward to states POC

43 days:
Scrub NGB Reports against 2XC

60 days:
PCF Files Available on 2XC

155 days:
FTP files to HRC STL (NGB PERMS/DA Boards)

DA BOARD OTHER CHANGES

- Beginning in 2010, MAJ-LTC AMEDD zone of consideration (DOR) will change from 31 MAR 06 to 28 FEB 06

- Oct 2011 LTC-COL CH zone of consideration (DOR) will change from 31 MAR 07 to 30 APR 07

2xCITIZEN WEBSITE INFORMATION

- 2xCITIZEN's board file is under HRC-STL site:

https://www.hrc.army.mil/site/protect/Reserve/index.htm

- Allows officers being considered for promotion to review their files no earlier than 60 days before convening of board.

- iPerms and the 2xCITIZEN's board file are not identical. Officers need to be checking both for accuracy.

2xCITIZEN
ELECTRONIC BOARD FILE

- Performance Documents
- Education & Training Documents
- Commendatory Documents
- Disciplinary Documents
- Enclosures

FIRST GO TO THE HRC WEBSITE (WWW.HRC.ARMY.MIL), SELECT THE "HRC ST. LOUIS" ICON UNDER THE "RESERVE" HEADER.

HR Command St. Louis, Taking E-Care of Soldiers - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Search Favorites

Address https://www.hrc.army.mil/site/reserve/ Go Links

U.S. ARMY HUMAN RESOURCES COMMAND ARMY RESERVE

Reserve | HRC HOME | ABOUT US | CONTACT | ACTIVE | RESERVE | EREC | MY RECORD | SEARCH

Support the Global WAR ON TERROR VOLUNTEER NOW!

Note: If you are unable to view the Flash movie above, you may need to install the Flash Player

Soldier care, made simple.

Soldier Services
Mobilization/Demobilization, AGR, Career Guidance, Retirement, Promotions/Boards, Programs, Tours, FAQs, Links, More...

Board Results
Latest Reserve Board Results
Last Board Posted 16 Mar., 2006
(FY06 Captain, AMEDD)

Civilian Employer Information
Log into Mandatory Civilian Employment Information,
View CEI Reporting
Command Dire

Libr
Forms, MILPER Msgs

entations
egional Soldier Support Center Video

View Your Military Personnel File!
Log into My Record, What is My Record?, How Do I log in?

THEN SELECT "LOG INTO MY RECORD".

Become an Army Reserve Recruiter!

HOT TOPICS

- Latest Defense News on Current Operations
- Check out the latest opportunities!
- IRR Transfer Policy Change for Promotable 1LTs
- Army to Separate Reserve, National Guard Soldiers Not Attending Required Training
- Drilling IMA Limits for FY06
- Accelerated Captain Boards
- DoDD Change requires Officers beyond their MSO to make an election to remain in the IRR
- 2006 AGR COL Assignment Plan
- Mobilized IRR Transfer to TPU, Reenlistment Bonus
- IRR Mobilization Resources & Demobilization Resources

HRC St. Louis Commander
Colonel Debra Cook

Your Input Matters
Tell us what you think

Threat Level
View Nationwide Threat Level
(opens a new window)

Search
Go
Find? Any All
View Site Map

Go to Army Knowledge Online
AKO

Provided as a public information service by the U.S. Army Human Resources Command. Send suggestions or comments to the Webmaster. View the usage and privacy policy and accessibility information. This page last published Mar 16, 2006 9:00:06 AM

https://www.hrc.army.mil/site/reserve/portal/goportal.asp Internet

Start | personal - Microsoft Outlook | HR Command St. Lo... | DA Boards Presentation | 06 DA Boards Timelines | Microsoft PowerPoint - [re... | 11:14 AM

https://www.hrc.army.mil/portal/default.aspx - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Search Favorites

Address https://www.hrc.army.mil/portal/default.aspx Go Links

ENTER YOUR AKO LOGIN AND PASSWORD

My Record Portal Login

AKO Login:

Password:

Login

>> Get your AKO account
>> Security & Privacy Notice
>> IE Troubleshooting Tips
>> Proxy Settings

Welcome to HRC My Record Portal

MY RECORD PORTAL

My Record is HRC's self-service portal for Active and Reserve soldiers.

You must have an Army Knowlege Online (AKO) account to use its features. If you do not have an account, go to AKO to obtain instructions then return to this site to login to My Record. If you have problems signing on with your AKO account, directly contact the AKO Help Desk at 877-AKO-USER or help@us.army.mil. Please address comments and/or recommendations about the portal via the email link to the Webmaster below.

Attention: This is a Department of Defense Computer System. DOD computer systems may be monitored for all lawful purposes, including to ensure that their use is authorized, for management of the system, to facilitate protection against unauthorized access and to verify security procedures, survivability and operation security. Monitoring includes, but is not limited to, active attacks by system. During monitoring, information may be examined, recorded, copied, and used for authorized purposes. All information, including personal information, placed or sent over this system may be monitored and verified. Use of this DOD computer system, authorized or unauthorized, constitutes consent to monitoring of activity on this system, including the entry or updating of personal information. Unauthorized use may subject you to criminal prosecution. Deliberate entry of inaccurate data or misleading data can result in disciplinary action and/or criminal prosecution. Evidence collected during monitoring may be used for administrative, criminal or other adverse action. Use of this system constitutes consent to monitoring for all lawful purposes. I acknowledge the terms and agree to comply with the conditions as stated. I am aware that all my activities on this system will be automatically recorded by the system and will made available to appropriate officials upon an official request.

Done Internet

Start personal - Microsoft Outlook DA Boards Presentation 06 DA Boards Timelines Microsoft PowerPoint - [re... https://www.hrc.arm... 11:17 AM

https://www.hrc.army.mil/portal/ - Microsoft Internet Explorer
File Edit View Favorites Tools Help
Back Search Favorites
Address https://www.hrc.army.mil/portal/
Go Links
U.S. ARMY HUMAN RESOURCES COMMAND
Start Guard Record Reserve Record Tools
HRC Start
Welcome : Zara.Walters
[redacted]
Guard Record
National Guard Record
Reserve Record
Click Here To Access Your Army Reserve Record
Tools
Click here for Tools, Self Service Applications and Favorite Links
Reserve Record
Frequently Asked Questions
Why do I to get "Page Cannot be Displaye...
Self Service
Issues Repo
2006/01/2
Issues Reso
2006/01/2
2006/01/2
2006/01/2
2006/01/23 - PERMS document access problem resolved.
BE SURE TO SELECT “RESERVE RECORD” NOT “GUARD RECORD”, AS THIS IS A RESERVE CONTROLLED BOARD. THE OFFICER’S FILES WILL ONLY SHOW UP HERE.
https://www.hrc.army.mil/portal/?page_id=5700
Internet
Start
personal - Microsoft ...
Officer Promotion Pro...
https://www.hrc....
DA Boards Presentati...
06 DA Boards Timelin...
Microsoft PowerPoint ...
10:52 AM

https://www.hrc.army.mil/portal/?page_id=5700 - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Search Favorites

Address https://www.hrc.army.mil/portal/?page_id=5700 Go Links

U.S. ARMY HUMAN RESOURCES COMMAND

Start | Guard Record | Reserve Record | Tools

HRC > Reserve Record Welcome [redacted]

SELECT THE BOARD FILE ICON

Navigation

- Reserve Record
  - Documents
  - Evaluations
  - Boards
    - Board File
  - Assignments
    - Volunteer Status
  - Orders
  - Retirement
    - Points Detail
    - Points Corrections
    - Retired Pay Calculator
    - Survivor Benefit Plan Calculator
    - ARPC Form 249-2-E

Frequently Asked Questions

Types of Records
Duplicate or Erroneous Document Correcti...
Protecting Documents Containing Personal...
Why do I to get "Page Cannot be Displaye...
Record Update/Maintenance

Session Information

Login: **zara.walters**
Date: 2006/03/24
Server: HRC 22

Log Out

Site Information

Provided as a public information service by the U.S. Army Human Resources Command. Send suggestions or comments to the Webmaster. View the usage and privacy policy and accessibility information.

Contact Information

Edit | Verify

Address Category:
Address Dat
[redacted]
Home Phone:
Business Phone:
DSN:
AKO Email:
Alt. Email:

Personal Data

Race:	WHITE
Ethnic Group:	OTHER
Marital Status:	SINGLE
Dependent Number:	00
Religion:	NO PREFERENCE RECORDED
Primary Civilian Occupation:	
Citizenship:	NATIVE BORN
Country of Birth:	
State of Birth:	
City of Birth:	
Country of Citizenship:	

Civilian Education

Level	Certification
12TH GRADE	HIGH SCHOOL DIPLOMA

Military Education

Level	Status
COMMISSIONED OFFICER BASIC COURSE	GRADUATED

Language

Language	Read Skill	Read Test	Listen Skill	Listen Test	Speak Skill	Speak Test	Origin of Skill	Date of Test

Officer AOC

No Records

Soldier Data

Date of Birth:	[redacted]
Current Org.:	
Grade:	
Date of Rank:	
Marital Status:	
Dependents:	
Date Entry Mil Svc:	
Branch:	
Volunteer Status:	

Procedures for correcting information

Service Data

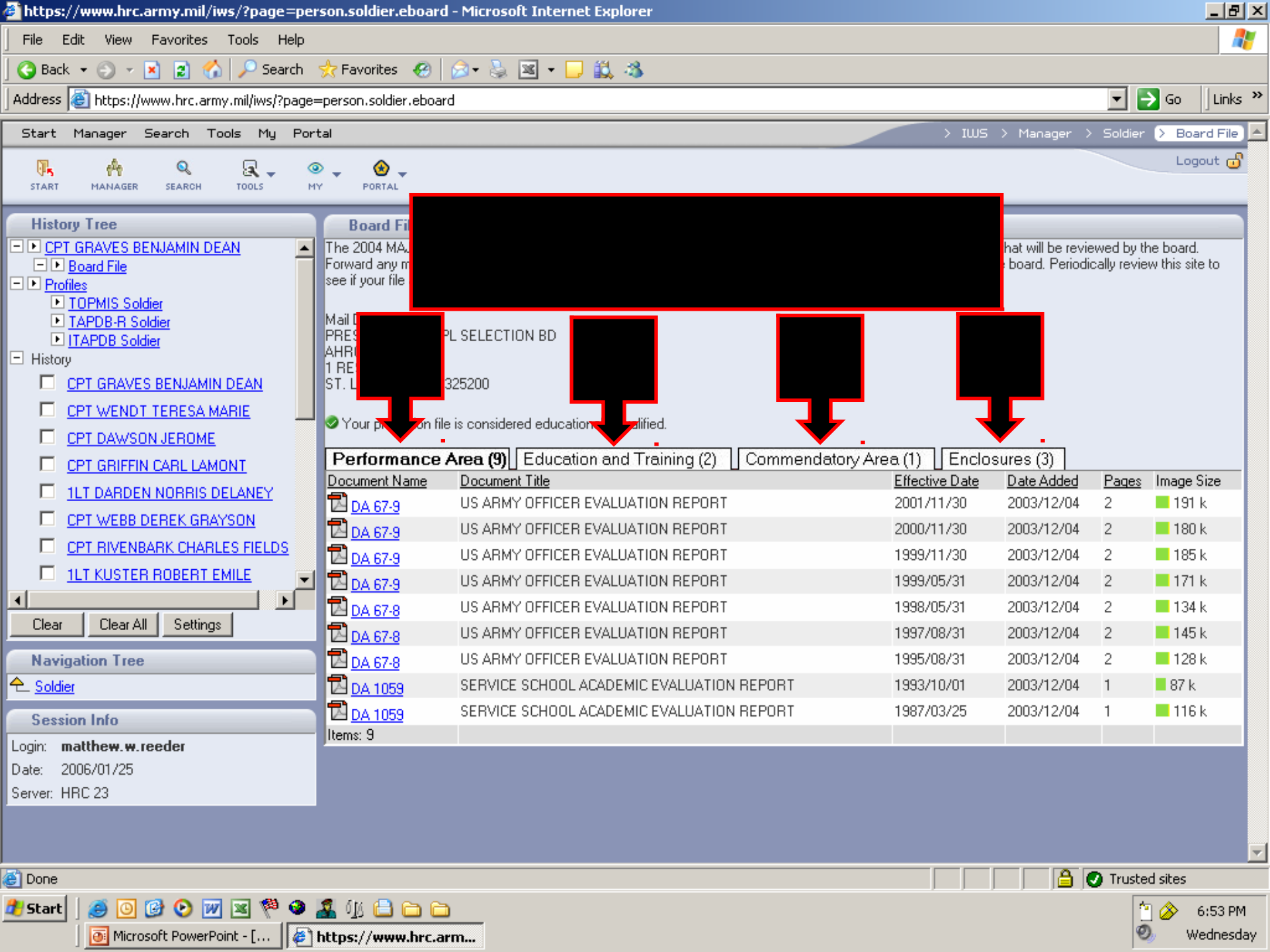
Stay Beyond MSO Ind.:	
Stay Beyond MSO Date:	//
Exp. Contract. Oblig. Date:	//
MRD:	2022/03/27
MRD Reason:	
Reason Ret. Beyond MRD:	
Exp. Ret. Beyond MRD:	//
Exp. Status Mil. Oblig.:	2002/03/27
ETS:	//
Date Initial Entry:	1994/03/28
BASD:	//
PEBD:	1989/05/23
Date Last Rel. Act. Duty:	//
Date Initial Appt.:	//
Date Comm. WO Svc.:	1994/05/28
Date Eligible Promotion:	2007/02/17
Date Last Eval:	//

Skills Data

MOB Primary AOC:	42A
Security Level Required:	
MOB Secondary AOC:	
Security Level Required:	
Branch:	AG

https://www.hrc.army.mil/portal/?page_id=11576 Internet

Start | personal - Microsoft ... | Officer Promotion Pro... | https://www.hrc.... | DA Boards Presentati... | 06 DA Boards Timelin... | Microsoft PowerPoint ... | 10:54 AM


https://www.hrc.army.mil/iws/?page=person.soldier.eboard - Microsoft Internet Explorer
File Edit View Favorites Tools Help
Back Search Favorites
Address https://www.hrc.army.mil/iws/?page=person.soldier.eboard
Go Links
Start Manager Search Tools My Portal
IWS > Manager > Soldier > Board File
Logout
START MANAGER SEARCH TOOLS MY PORTAL
History Tree
CPT GRAVES BENJAMIN DEAN
Board File
Profiles
TOPMIS Soldier
TAPDB-R Soldier
ITAPDB Soldier
History
CPT GRAVES BENJAMIN DEAN
CPT WENDT TERESA MARIE
CPT DAWSON JEROME
CPT GRIFFIN CARL LAMONT
1LT DARDEN NORRIS DELANEY
CPT WEBB DEREK GRAYSON
CPT RIVENBARK CHARLES FIELDS
1LT KUSTER ROBERT EMILE
Clear Clear All Settings
Navigation Tree
Soldier
Session Info
Login: matthew.w.reeder
Date: 2006/01/25
Server: HRC 23
Board Fi
The 2004 MA
Forward any m
see if your file
hat will be reviewed by the board.
board. Periodically review this site to
Mail D
PRES
AHR
1 RE
ST. L
PL SELECTION BD
325200
Your pr on file is considered education lified.
Performance Area (9)
Education and Training (2)
Commendatory Area (1)
Enclosures (3)
Document Name
Document Title
Effective Date
Date Added
Pages
Image Size
DA 67-9 US ARMY OFFICER EVALUATION REPORT 2001/11/30 2003/12/04 2 191 k
DA 67-9 US ARMY OFFICER EVALUATION REPORT 2000/11/30 2003/12/04 2 180 k
DA 67-9 US ARMY OFFICER EVALUATION REPORT 1999/11/30 2003/12/04 2 185 k
DA 67-9 US ARMY OFFICER EVALUATION REPORT 1999/05/31 2003/12/04 2 171 k
DA 67-8 US ARMY OFFICER EVALUATION REPORT 1998/05/31 2003/12/04 2 134 k
DA 67-8 US ARMY OFFICER EVALUATION REPORT 1997/08/31 2003/12/04 2 145 k
DA 67-8 US ARMY OFFICER EVALUATION REPORT 1995/08/31 2003/12/04 2 128 k
DA 1059 SERVICE SCHOOL ACADEMIC EVALUATION REPORT 1993/10/01 2003/12/04 1 87 k
DA 1059 SERVICE SCHOOL ACADEMIC EVALUATION REPORT 1987/03/25 2003/12/04 1 116 k
Items: 9
Done
Trusted sites
Start
Microsoft PowerPoint - [...
https://www.hrc.arm...
6:53 PM
Wednesday

PROMOTION FILE

- Ensure highest civilian/military educational documents present.
- or Education Waiver for LTC and below
- Ensure all OERs/AERs are present (OERs must be profiled).
- Submit a DA Photograph (DAPMIS)
- Send letter to Board President. (Optional)
- Submit a DA Form 2-1; “certified true” copy
- Maintain personal fitness; pass APFT on all OERs. Make Height & Weight
- Documents MUST ARRIVE 7 DAYS BEFORE board convene

APL, MS 67 OR 70-SERIES, AND CH
EDUCATIONAL REQUIREMENTS

- **Refer to:**
  - **AR 135-155, dated 13 JUL 04**
  - **DA Memo 600-4, dated 9 FEB 04**
  - **Previous year's MOI**
- **To CPT:**
  - **Baccalaureate Degree (Need official transcripts in iPERMS)**
  - **Any Officer Basic Course (OBC)**
- **To MAJ:**
  - **Any Officer Advance Course (OAC)**
  - **BSN for non-66F Army Nurses**
- **To LTC:**
  - **50% CGSOC or equivalent (e.g. 100% ILE Common Core)**
- **To COL:**
  - **100% CGSOC or equivalent (100% ILE Common Core plus credentialing course)**

BOARD DECISION TOOLS

LETTER TO BOARD PRESIDENT
OTHER AUTHORIZED DOCUMENTS

PERFORMANCE DOCUMENTS

PHOTO

ORB (AGR, IMA, IRR)
DA FORM 2-1

COMMENDATORY DOCS
EDUCATION & TRG DOCS
DISCIPLINARY DOCS

BOARD MEMBERS' EXPERIENCE AND JUDGMENT

MOI

SCORING CRITERIA

VOTE

BOARD MEMBER

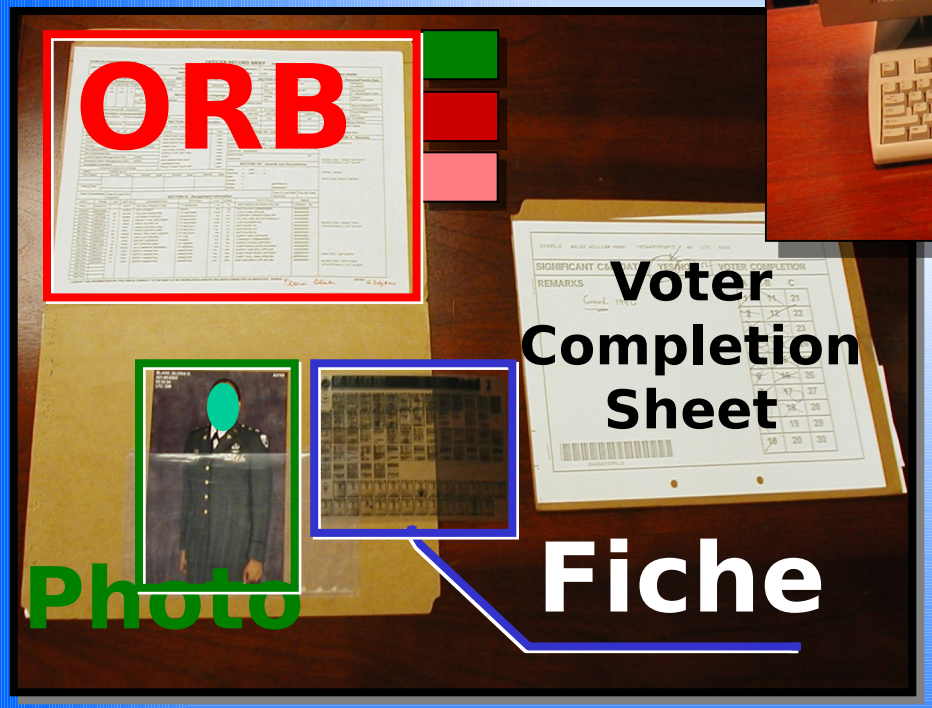
BOARD OPERATIONS

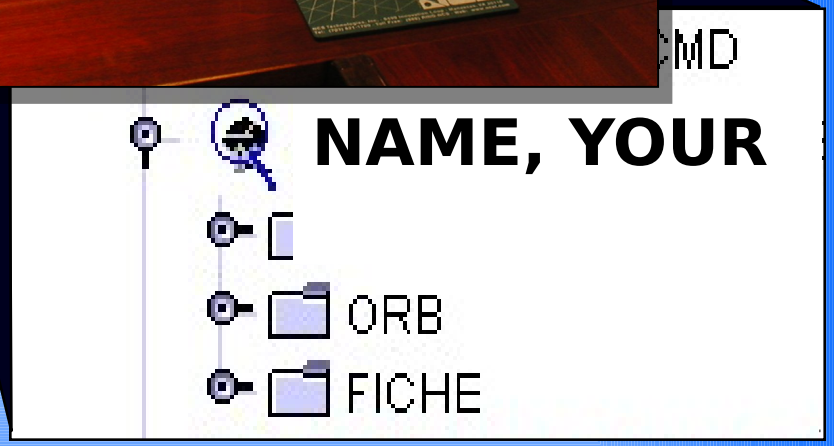
BOARD PROCEDURES/SECURITY

- **No criteria for selection may be established by the board that is not in the MOI**
- **Membership can not be revealed**
- **No visitors allowed in the Board Room**
- **Contact with members of other boards is not permitted**
- **No documents leave the Board Room - all MOIs, Board Books, and AAR Materials stay in the Board Room**
- **No board deliberations outside the Board Room**
- **Burn bags are used for board related waste**
- **No contact with Career Management Branches permitted**

Automated Selection
Board System

FILE COMPOSITION





NEW AUTOMATED FILE

OLD & CLASSIFIED HARD COPY FILES

Vote Screen: BOARD MEMBER (VOTER NUMBER) BOARD NAME

Action View

1 2 3 4 5 6 + - Enter <= C1X

C1X - GENERALIST INSTITUTIONAL

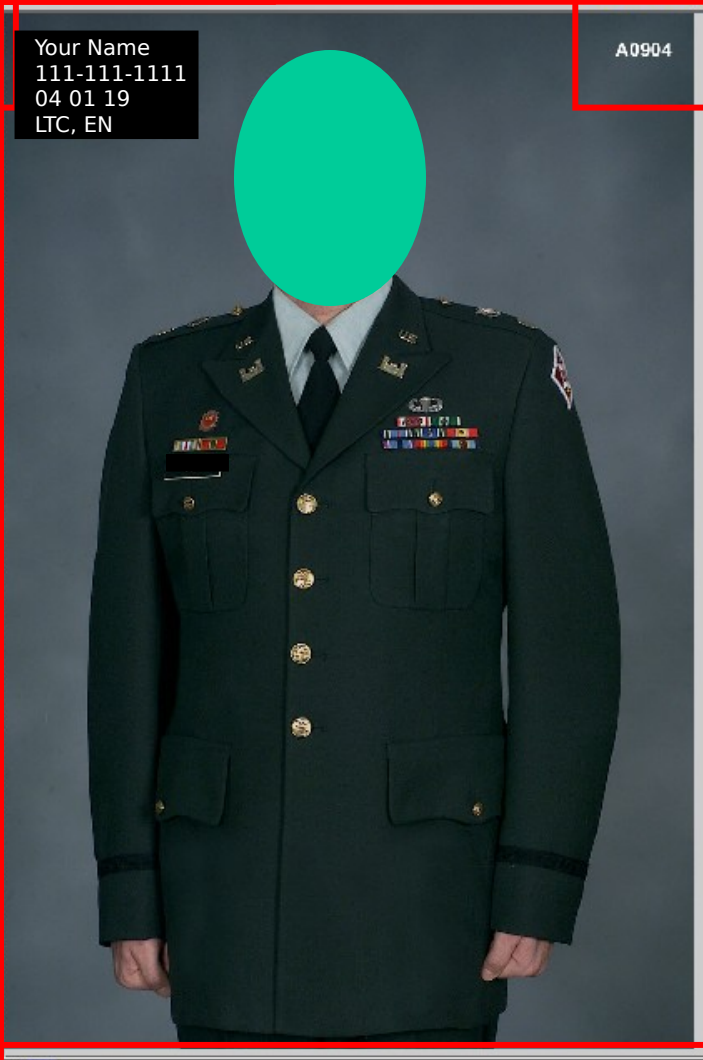
C1X
C2A
C2AG
C2AR

OFFICER's NAME &
SOCIAL
BRANCH

Officer's Name
DAPMIS
Officer Photo
DAPMISPHOTO: 06-Feb-2003
DAPMIS PHOTO: 06-02-2003
ORB
FICHE

A0904

Your Name
111-111-1111
04 01 19
LTC, EN



Comments

Default Image

Zoom 1/10 1/9 1/8 1/7 1/6 1/5 1/4 1/3 1/2 1

Voting Progress

start Inbox - Mic... ASBS Scre... ASBS_local Yahoo! Mai... ORB Viewer Vote Scree... 12:29 PM

Vote Screen: MELCHER DAVID F (VOTER11) / 0554 - FY05 COL CSA CMD PRACTICE

Action View

1 2 3 4 5 6 + - Enter <= C2BR

C2BR - SIGNAL TRAINING AND STRATEGIC SPT

00597959

REPORT

PART I - ADMINISTRATIVE DATA

U.S. Total Army Personnel Command (W3VSAA), 200 Stovall St., Alexandria, VA 22332

Annual

COL Chief, Col Assignments 7-28-03

COL Chief, Colonels Division 7-28-03

U.S. Total Army Personnel Command
200 Stovall Street, Alexandria, VA 22332-0412

MP (703) 325-5650 7-28-03

PART II - DUTY DESCRIPTION

Signal Colonels Assignment Officer

Serves as the Signal Colonels Assignment Officer responsible for worldwide assignment and professional development of 137 Signal Corps colonels. Advises Signal officers on professional development and assists them in maintenance of their permanent official records in preparation of DA selection boards. Ensures that officers are informed of personnel changes and that they are reassigned to meet individual professional development goals and personal needs. Interpret DA policy and provide recommendations pertaining to field grade personnel utilization and performance evaluation. Conducts liaison with the Senior Signal leadership, DOD agencies, ARSTAF, MACOMs and multinational headquarters to coordinate the nomination of officers to selective positions. Drafted the COL level command slate.

PART IV - PERFORMANCE EVALUATION - PROFESSIONAL DEV (Rater)

CHARACTER Disposition of the leader; combination of values, attributes, and skills affecting leader actions

a. ARMY VALUES (Comments mandatory for all "NO" entries. See PART Vb.)

	Yes	No		Yes	No
1. HONOR: Adherence to the Army's publicly declared code of values	X		5. RESPECT: Promotes dignity, consideration, fairness, & EO	X	
2. INTEGRITY: Possesses high personal moral standards; honest in word and	X		6. SELFLESS-SERVICE: Places Army priorities before self	X	
3. COURAGE: Manifests physical and moral bravery	X		7. DUTY: Fulfills professional, legal, and moral obligations	X	
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier					

b. LEADER ATTRIBUTES / SKILLS / ACTIONS: Must mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate combined box with optional comments in PART Vb. Comments are mandatory in

b.1. ATTRIBUTES (Select 1) Personal qualities and characteristics	X	MENTAL Possesses stable, self, initiative, and discipline		PHYSICAL Maintains appropriate level of physical fitness and military bearing		EMOTIONAL Displays self-control, calm under pressure		
b.2 SKILLS (Competence) (Select 2) Skill development is part of self-development; prerequisite to action	X	CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning	X	INTERPERSONAL Shows skill with people; coaching, counseling, mentoring, motivating, and empowering		TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions		
		TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and employment						
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform; influencing, operating, and improving								
INFLUENCING Method of reaching goals while operating / improving	X	COMMUNICATING Displays good oral, written, and listening skills for individuals / groups	X	DECISION-MAKING Displays sound judgment, logical reasoning and uses resources wisely	X	MOTIVATING Inspires, motivates, and guides others toward mission accomplishment		
OPERATING Short-term mission accomplishment		PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable	X	EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources		ASSESSING Uses after-action and evaluation tools to facilitate continuous improvement		
IMPROVING Long-term improvement in the Army to people and organizations		DEVELOPING Invests adequate time and effort to develop individuals' subordinates as leaders		BUILDING Spends time and resources improving teams, groups and units to work effectively as a team		LEARNING Seeks self-improvement and organizational growth; encouraging, adapting, and leading		

c. APFT: PASS DATE: MAY 2003 HEIGHT: 71 WEIGHT: 182 YES

d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTS AND WOTS.
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1A AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED? YES NO X

DA FORM 67-9, OCT 97 REPLACES DA FORM 67-9, 1 SEP 79, WHICH IS OBSOLETE. 1 OCT 97 USAPA V2.00

PERIOD COVERED 20020603 – 20030602

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIGHER POTENTIAL FOR PROMOTION

X OUTSTANDING PERFORMANCE, MUST PROMOTE ☐ SATISFACTORY PERFORMANCE, PROMOTE ☐ UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE ☐ OTHER (Explain)

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART II, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.

Absolutely magnificent performance by a true professional. ability to manage the Signal Corps Colonel population during a period of significant transition to NETCOM, while still satisfying each officer's personal preference; was superb. His straightforward, honest and candid approach towards solving the tough personnel challenges is recognized by the entire Signal Corps General Officer population...but, more importantly by the officers who entrust him with their career decisions. In a business where the only thing one could expect with certainty is that things will change as been rock solid. Eddie has sustained lines-of-communication with senior Signal Corps leaders always keeping them informed and seeking their guidance when necessary. His file preparation for the FY03 BG Board and FY04 colonel-level command board were exemplary.

Select for promotion to colonel immediately! The Army must take advantage of his leadership skills and tactical acumen by immediately selecting him for Brigade command. This dynamic leader will excel. Ready for the Army's greatest challenges.

c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY OFF THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Would best serve the Army in OPCF/25.

PART VI - INTERMEDIATE RATER

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

X BEST QUALIFIED ☐ FULLY QUALIFIED ☐ DO NOT PROMOTE ☐ OTHER (Explain below)

I currently senior rate 37 officer(s) in this grade. A comment DA Form 67-9-1 is required on all officers rated and considered by evaluation and review. YES X NO (Explain on)

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERWRITTEN BY DA)

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

CENTER OF MASS

RD

SR

DATE: 2003 07 28

TOTAL RATINGS: 43

RATINGS THIS OFFICER: 1

c. COMMENT ON PERFORMANCE/POTENTIAL

Singularly outstanding officer ranks among the very best of the 17 hand picked assignments officers within this division. He has earned the respect of the Colonels he selflessly serves and those of senior leaders. His reputation in the Signal Corps community and the Army is impeccable. Unmatched credibility, sound judgement, and a sincere desire to take care of people make Eddie a magnificent leader. Our soldiers deserve his leadership - select immediately for promotion to colonel and Brigade command. Future Chief of Signal.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY OFF THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Brigade Commander; Chief of Staff, Signal Center; XO to the Army O6.
Would best serve the Army in OPCF/25.

DA FORM 67-9, OCT 97 (Reverse) USAPA V2.00

Default Image

Zoom 1/10 1/9 1/8 1/7 1/6 1/5 1/4 1/3 1/2 1

Default Image

Zoom 1/10 1/9 1/8 1/7 1/6 1/5 1/4 1/3 1/2 1

Voting Progress

start Inbox - Mic... ASBS_local ORB Viewer Vote Scree... My Docum... Microsoft P... 12:10 PM

BOARD MEMBER VOTING

MOI

+

PHOTO
ORB
FICHE

+

+

Word Picture 1 - 6+

SEC ARMY's MEMORANDUM OF INSTRUCTION

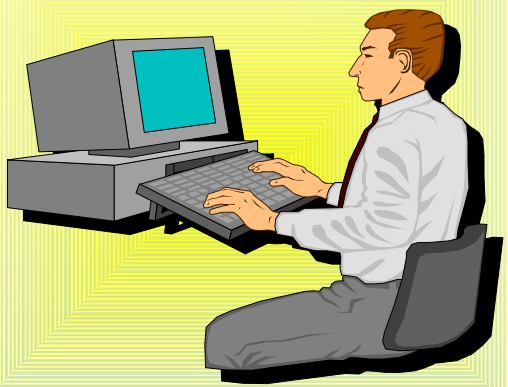
BOARD FILE:
Official Photograph
Officer Record Brief
Official Military Personnel File (evaluation reports, awards, etc)

BOARD MEMBER EXPERIENCE & JUDGMENT

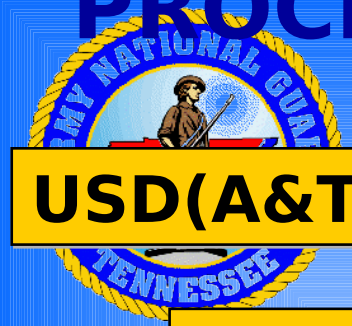
SCORING CRITERIA

=

VOTE



PROCESSING THE RESULTS



ADJOURNMENT

USD(A&T)

DEPSECDEF

05-06
Acquisition

AC 04-06 (Forwarding)
All RC (Approval)

POTUS

CJCS

04-06
ACC

SEC ARMY

AC 04-06
RC 06
(Confirm)

SENATE

CSA

VCSA

ASA(M&RA)

For Field Grade ACC Boards:

- CJCS reviews and provides feedback to SA on Joint results
- USD (A&T) reviews AAC statistics

Results

G1

OTJAG/OGC

RECESS

DMPP

AFTER ALL FILES VOTED

- Board Recess

- All 2nd Time Passover are put before the Selective Continuation Board (SELCON)

- Results sent to Army G1

- Assistant Secretary for Manpower and Reserve Affairs reviews

- Chief of Staff of the Army reviews

AFTER ALL FILES VOTED

- Secretary of the Army reviews
- For CPT/MAJ/LTC boards, Secretary of the Defense approves
- For COL boards, President of United States & Senate approves
- Returned to Office of Promotions (RC) for release
- Depending on board, processing takes 60-150

DECLINATIONS AND DELAYS UNDER ROPMA

- **DECLINATION**: All officers, regardless of rank, M-day or AGR status, wishing to decline promotion WILL BE seen by the next board

- **DELAY**:

  - **M-DAY:** Lieutenant Colonel and below – up to 3 years – will not be seen by the next board; Colonel length of delay determined by Policy Branch (ARH)

  - **AGR:** Officers selected by the DA Mandatory Board are eligible to delay their promotion **indefinitely** for the period of their AGR tour(s).

Questions

Comments

Concerns

Officer Evaluation Report System

REFERENCES

AR 623-3 DA PAM 623-3

SGT Yolanda Thompson

615-313-3107

yolanda.m.thompson@ng.army.mil

U.S. TOTAL ARMY
HUMAN RESOURCES COMMAND

OFFICER EVALUATION REPORTING SYSTEM (OERS)

Agenda

- Purpose
- Information on POCs, Websites and Related Applications
- “Board Preparation” More Than Getting a Good OER
- DA Form 67-9 OER System
  - Components and Goals
  - Facts about the System
  - Counseling and Support Forms
  - Masking
  - OER Enhancements Effective 1 October 2004
  - OER Form Completion
  - Managed Profile Technique
  - OER Trends
  - Senior Rater Profile (Dash 2)

Purpose

To provide an update on the Army's Officer Evaluation Reporting System.

References
AR 623-3
DA PAM 623-3

HR Command Points of Contact

Regulation and policy (OER, NCOER, AER) questions: DSN:221-9660
(Evaluation Systems Office)

Senior Rater Profile questions: DSN 221-9660
(Evaluation Systems Office)

AC OER Processing questions: DSN: 221-4200
(Evaluation Reports Branch)

Appeals & Corrections questions: DSN: 221-8642
(Appeals & Corrections Branch)

Officer Records (OMPF): DSN: 221-8790
(Officer Records Branch)

(Commercial prefix: 703-325-xxxx)

HRC On-Line:https://www.hrc.army.mil

Management Support Division

HR Command Template - Microsoft Internet Explorer provided by US ARMY PERSCOM

File Edit View

Back

Address https://

Links

The Adjutant General Directorate

Management Support Division

Homepage

General Information
- Points of Contact
- Mission / Vision / Goals

Branches
- DA Secretariat
- AC Promotions
- RC Promotions
- Officer Records (AC)
- Evaluation Systems

Application Links
- SR-2 OnLine (AC)
- IWRS - OER (AC)
- IWRS - NCO-ER (AC)
- 1LT Automated Promotions
- OMPF OnLine

What's New! | HRC What's New!

New! Evaluation Systems Newsletter
OER's via E-mail Attachments
Forms Content Management Program (FCMP)
What's Hot!

OERS Enhancements Effective - 01 OCT 04

Welcome | Contact Us

Management Support Division (MSD) is a division inside The Adjutant General Directorate (TAGD) of the US Army Human Resources Command (HRC). MSD consists of 5 major branches and is authorized 154 civilian and military personnel organized around the core personnel functions of evaluation, selection and promotions. In conjunction with Army G1, MSD sets policy concerning AERs, OERs, NC-OERs and promotions for all components and executes that policy for Active Component soldiers.

For **technical** questions about the Web site contact the Webmaster. For functional questions please refer to the appropriate office.

This page last reviewed 08/16/04

Key Items / Hot Links
- AC Board Schedule
- RC Board Schedule
- AC Promotion Lists
- RC Promotion Lists
- OER System Information
- NCO-ER System Information
- Appeals & Corrections
- How to order a Senior Rater Profile Report
- Check receipt of an OER (AC)

Related Links
- HRC-St Louis (formerly AR-PERSCOM, 2xCitizen)
- HRC-Indianapolis (EREC website)
- GKO (Guard Knowledge OnLine)

HRC On-Line:
https://www.hrc.army.mil
Select "HRC-Alexandria", "The Adjutant General", "and MSD" as ne steps.

Internet

Start

17 Micros... | OERS-E | OERS-E | 2 Window... | Spt Form Se... | Microsoft P... | U.S. Army ... | HR Comm...

4:26 PM
Wednesday

Officer Evaluation Initiatives

- **Designed for administrative personnel and rating officials**
  websites & AKO My Personnel

- **Allows viewing of admin data on active component evalua**
  completed since 1 Oct 97

- **Allows lists of OERs by UIC showing latest "Thru Dates"**
  - Allows lists by PSB Code of officers whose last report on file is > 16 months
  - Allows lists by PSB Code of late reports [arriving after 90 days (commission)]
  - Designed for Senior Raters to assist in Active Component profile management

- **Allows viewing of (1) profile numbers by grade, (2) names that support those numbers and (3) evaluations still processing at HRC-Alexandria.**

- **Under "Featured Sites" – also MSD website**

- **USAR & ARNG have similar information on their homepages**

Does the current OER System support the Army's Transformation?

- **Inflation**
  - Forced distribution eliminates inflation as long as senior raters maintain their profiles.
- **Role of Senior Rater (SR)**
  - Provide organizational perspective focusing on performance and potential, not "officer needs" or "duty position."
  - Write qualitative narratives outlining performance and potential
  - Comprehensive enforcement of counseling and leader development
  - Focus on potential 3-5 years down the road.
  - Conduct review functions.
- **Long Term:**
  - Current system will never inflate.
  - We can adjust elements of the form to meet changing doctrinal needs.
  - Change to SR profile requires a transition plan.

Evaluation Systems (Facts)

- Mission of the OER & NCO-ER is to identify your best
  - AR 623-3 and AR 623-3

- OER and NCO-ER are assessment tools
  - OER is a forced distribution system (All services have one)
  - Top Box restricted to 50% for (CW3, CW4, MAJ, LTC, COL, BG)
  - SR Narrative focuses on quantifiable performance and potential

- Promotion selection system is based on Army requirements
  - Use the top box to identify your best officers and quantified narratives
  - Can't predict selection board results on ACOM or COM labels (**Whole File Concept**)
  - Based on a series of reports (**Whole File Concept**)

- Commander is overall care-taker of all personnel systems

- Counseling is key.

Help, I'm in the zone!

What must I do now?

#1 **Continue to give every job your best!**

#2 **Review your OMPF. Make any updates BEFORE the board convenes.**

#3 **Take a current photograph (standard is 5 years…but exceed the standard with a recent photo when you're in the zone).**

#4 **Review, update, and sign your**

67-9 OER
KEY COMPONENTS OF THE SYSTEM

- SUPPORT FORM
- DEVELOPMENTAL SUPPORT FORM (DSF)
- DA FORM 67-9 OER EVALUATION
- SENIOR RATER PORTION OF DA FORM 67-9

DA Form 67-9 OER Goals

- **Provide selection boards and personnel managers adequate information to make their decisions.**
- **Allow for field impact on selection of future leaders.**
  - **Opportunity to advance the “Best”**
  - **Establish Senior Rater Accountability**
  - **Confidence that others cannot inflate**
  - **Narratives focus on Quantitative Performance & Potential**
- **Enhance Leader Development**
  - **Focus on Officer Development at Company Grade Level**
  - **Basis in Army Values, Doctrine & Leadership**
  - **Emphasis on Counseling**
  - **Link with OPMS III**
- **Link Performance to Mission**

Drawing the Line
What is Success?

- **Success:**
  - **The Warrior Ethos (being a warrior)**
  - **Continued / valued service based on selflessness**
- **Every person in the Army must be able to draw a line to soldiers in combat.**
- **How does the OER support the main effort and not become a peacetime personnel management tool?**
  - **Leaders have a responsibility to identify <u>their</u> best to the Army's selection process. This ensures the <u>Army's</u> best are selected to lead/train soldiers in demanding and challenging assignments.**
  - **Leaders have a responsibility to develop subordinates, Counseling is Key to the evaluation process**

Bottom Line Up Front

- **System is Working**
- **COM Report is not a Killer (COM report vs COM File)**
- **You Need to Understand “How the System Works”**
- **Counseling is the Key (DSF & SPT Form)**
- **Enhancements for CPT, LT, CW2, WO1 effective 1 Oct 04**
  - **Expand use of Developmental Support Form to cover all officers in these ranks**
  - **No Part VIIb Senior Rater Box Check for officers in these ranks**

OER SUPPORT FORM - DA FORM 67-9-1

ADDED

PART III - VERIFICATION OF FACE-TO-FACE DISCUSSION

MANDATORY RATER / RATED OFFICER INITIAL FACE-TO FACE COUNSELING ON DUTIES, RESPONSIBILITIES AND PERFORMANCE OBJECTIVES FOR THE CURRENT RATING PERIOD TOOK PLACE ON _____ (Date) Rated Officer Initials _____ Rater Initials _____ Senior Rater Initials (Review) _____

PERIODIC RATER / RATED OFFICER FOLLOW-UP FACE-TO-FACE COUNSELINGS:

Dates	Rated Officer Initials	Rater Initials	Senior Rater Initials
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

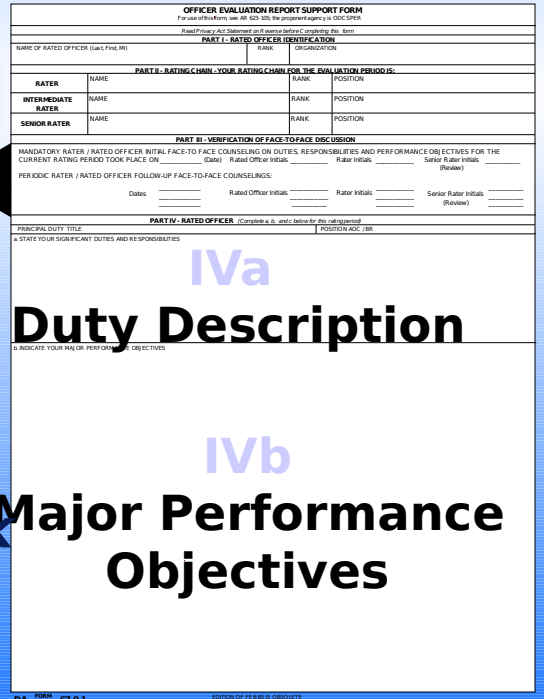
NEW

SUPPORTS:

Objective Setting

Counseling

Rated Officer Feedback



OFFICER EVALUATION REPORT SUPPORT FORM

For use of this form, see AR 623-105; the proponent agency is DDCSPER

Read Privacy Act Statement on Reverse before Completing this form

PART I - RATED OFFICER IDENTIFICATION

NAME OF RATED OFFICER (Last, First, MI) | RANK | ORGANIZATION

PART II - RATING CHAIN - YOUR RATING CHAIN FOR THE EVALUATION PERIOD IS:

	NAME	RANK	POSITION
RATER			
INTERMEDIATE RATER			
SENIOR RATER			

PART III - VERIFICATION OF FACE-TO-FACE DISCUSSION

MANDATORY RATER / RATED OFFICER INITIAL FACE-TO FACE COUNSELING ON DUTIES, RESPONSIBILITIES AND PERFORMANCE OBJECTIVES FOR THE CURRENT RATING PERIOD TOOK PLACE ON _____ (Date) Rated Officer Initials _____ Rater Initials _____ Senior Rater Initials (Review) _____

PERIODIC RATER / RATED OFFICER FOLLOW-UP FACE-TO-FACE COUNSELINGS:

Dates _____ _____ _____ Rated Officer Initials _____ _____ _____ Rater Initials _____ _____ _____ Senior Rater Initials (Review) _____ _____ _____

PART IV - RATED OFFICER *(Complete a, b, and c. below for this rating period)*

PRINCIPAL DUTY TITLE | POSITION ADC / BR

a. STATE YOUR SIGNIFICANT DUTIES AND RESPONSIBILITIES

IVa

Duty Description

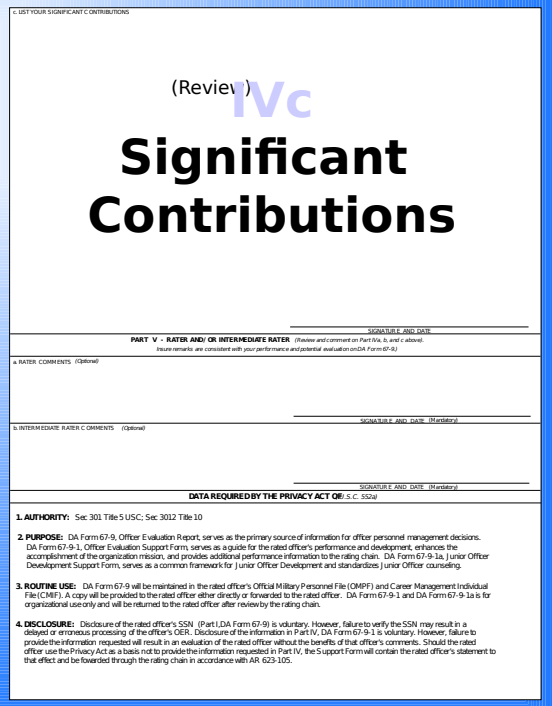
b. INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES

IVb

Major Performance Objectives

DA FORM OCT 97 67-9-1 EDITION OF FEB 85 IS OBSOLETE

(FRONT)



c. LIST YOUR SIGNIFICANT CONTRIBUTIONS

(Review)

IVc

Significant Contributions

SIGNATURE AND DATE

PART V - RATER AND/OR INTERMEDIATE RATER *(Review and comment on Part IVa, b, and c above. Insure remarks are consistent with your performance and potential evaluation on DA Form 67-9.)*

a. RATER COMMENTS *(Optional)*

SIGNATURE AND DATE *(Mandatory)*

b. INTERMEDIATE RATER COMMENTS *(Optional)*

SIGNATURE AND DATE *(Mandatory)*

DATA REQUIRED BY THE PRIVACY ACT OF 5 U.S.C. 552a

1. **AUTHORITY:** Sec 301 Title 5 USC; Sec 3012 Title 10

2. **PURPOSE:** DA Form 67-9, Officer Evaluation Report, serves as the primary source of information for officer personnel management decisions. DA Form 67-9-1, Officer Evaluation Support Form, serves as a guide for the rated officer's performance and development, enhances the accomplishment of the organization mission, and provides additional performance information to the rating chain. DA Form 67-9-1a, Junior Officer Development Support Form, serves as a common framework for Junior Officer Development and standardizes Junior Officer counseling.

3. **ROUTINE USE:** DA Form 67-9 will be maintained in the rated officer's Official Military Personnel File (OMPF) and Career Management Individual File (CMIF). A copy will be provided to the rated officer either directly or forwarded to the rated officer. DA Form 67-9-1 and DA Form 67-9-1a is for organizational use only and will be returned to the rated officer after review by the rating chain.

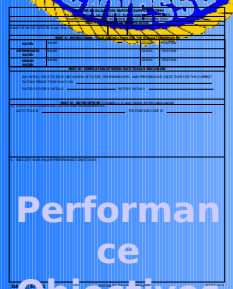
4. **DISCLOSURE:** Disclosure of the rated officer's SSN (Part I,DA Form 67-9) is voluntary. However, failure to verify the SSN may result in a delayed or erroneous processing of the officer's OER. Disclosure of the information in Part IV, DA Form 67-9-1 is voluntary. However, failure to provide the information requested will result in an evaluation of the rated officer without the benefits of that officer's comments. Should the rated officer use the Privacy Act as a basis not to provide the information requested in Part IV, the Support Form will contain the rated officer's statement to that effect and be forwarded through the rating chain in accordance with AR 623-105.

(REVERSE)

DEVELOPMENTAL SUPPORT FORM (DSF)

Enhancements to include CPT & CW2 Effective 1 Oct 04

CW3-CW5/MAJ-BG:



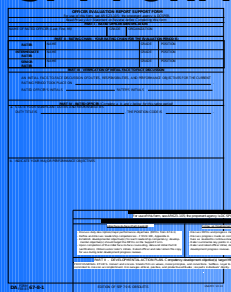
Performance Objectives

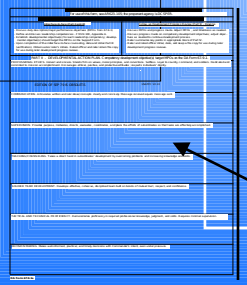
SPT FORM

MISSION REQUIREMENTS and MISSION TASKS

CPT/LT/CW2/W01s:

SPT FORM





WORKSHEET

MISSION REQUIREMENTS (Objectives)

AND

DEVELOPMENTAL TASKS

- **DEVELOPMENTAL TASKS (DSF)**
  - *** BASED ON MISSION LAID OUT IN SUPPORT FORM**
  - *** FOCUSED ON LEADERSHIP DOCTRINE**
- **MANDATORY COUNSELING BY RATERS OF OFFICERS IN RANKS OF: CPT, LT, CW2, WO1**
- **SR RATER APPROVAL/OVERWATCH**

EXAMPLES:

Company Cdr DSF on Platoon Leaders
- BN Cdr over watch
Battalion Cdr DSF on Company Cdrs
- BDE Cdr over watch

INTEGRATES Development with Performance

DEVELOPMENTAL SUPPORT FORM (DSF)- FRONT SIDE: PARTS I & 2

PART I. INSTRUCTIONS

INITIAL COUNSELING	FOLLOW-UP COUNSELINGS

PART II. CHARACTER- LEADER VALUES, ATTRIBUTES, SKILLS

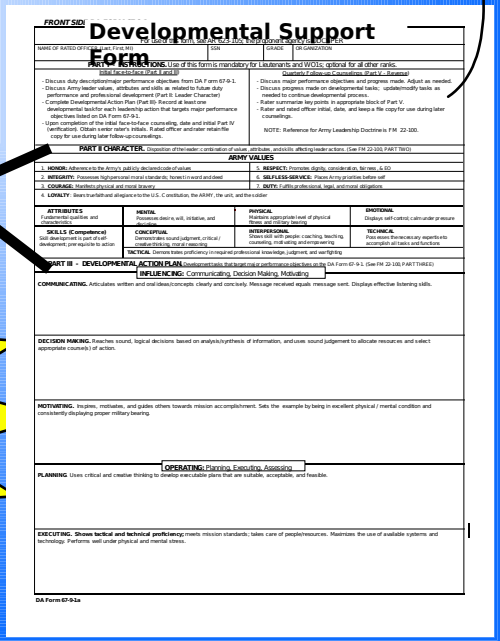
PART II CHARACTER. Disposition of the leader; combination of values, attributes, and skills affecting leader actions. (See FM 22-100, PART TWO)

1. **HONOR:** Identifies with public code of Army values (honor)	5. **RESPECT:** Promotes dignity, consideration, fairness, & EO
2. **INTEGRITY:** Possesses sound moral values; honest in word and deed	6. **SELFLESS-SERVICE:** Places Army priorities before self
3. **COURAGE:** Manifests physical and moral bravery	7. **DUTY:** Fulfills professional, legal, and moral obligations
4. **LOYALTY**: Bears true faith and allegiance to the U.S. Constitution, the ARMY, the unit, and the soldier	

ATTRIBUTES Fundamental qualities and characteristics	**MENTAL** Possesses desire, will, initiative, and discipline	**PHYSICAL** Maintains appropriate level of physical fitness and military bearing	**EMOTIONAL** Displays self-control; calm under pressure
SKILLS (Competence) Skill development is self-development; prerequisite to action	**CONCEPTUAL** Demonstrates sound judgment, critical / creative thinking, moral reasoning	**INTERPERSONAL** Shows skill with people: coaching, teaching, counseling, motivating and empowering	**TECHNICAL** Possesses the necessary expertise to accomplish all tasks and functions
	TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting		

DISCUSS

LEADER CHARACTER
Rater expectations
Rated officer input
Relate to duties


Developmental Support Form

FRONT SIDE: PARTS I & II

For use of this form, see DA PAM 623-3a; the proponent agency is DCS, G-1

NAME OF RATED OFFICER (Last, First, MI) | SSN | GRADE | OR GANIZATION

Initial Counseling (Part I and II) | Quarterly Follow-up Counselings (Part V - Training)

PART I - INSTRUCTIONS. Use of this form is mandatory for Lieutenants and WO1s, optional for all other ranks.

- Discuss duty description/major performance objectives from DA Form 67-9-1.
- Discuss Army leader values, attributes and skills as related to future duty performance and professional development (Part II: Leader Character)
- Complete Developmental Action Plan (Part III): Record at least one developmental task/for each leadership action that targets major performance objectives listed on DA Form 67-9-1.
- Upon completion of the initial face-to-face counseling, date and initial Part IV (verification). Obtain senior rater's initials. Rated officer and rater retain file copy for use during later follow-up counselings.
- Discuss major performance objectives and progress made. Adjust as needed.
- Discuss progress made on developmental tasks; update/modify tasks as needed to continue developmental process.
- Rater summarize key points in appropriate block of Part V.
- Rater and rated officer initial, date, and keep a file copy for use during later counselings.

NOTE: Reference for Army Leadership Doctrine is FM 22-100.

PART II CHARACTER. Disposition of the leader; combination of value, attributes, and skills affecting leader actions. (See FM 22-100, PART TWO)

ARMY VALUES

1. **HONOR:** Adherence to the Army's publicly declared code of values
2. **INTEGRITY:** Possesses high personal moral standards; honest in word and deed
3. **COURAGE:** Manifests physical and moral bravery
4. **LOYALTY:** Bears true faith and allegiance to the U.S. C onstitution, the ARMY, the unit, and the soldier
5. **RESPECT:** Promotes dignity, consideration, fairness, & EO
6. **SELFLESS-SERVICE:** Places Army priorities before self
7. **DUTY:** Fulfills professional, legal, and moral obligations

ATTRIBUTES Fundamental qualities and characteristics	**MENTAL** Possesses desire, will, initiative, and discipline	**PHYSICAL** Maintains appropriate level of physical fitness and military bearing	**EMOTIONAL** Displays self-control; calm under pressure
SKILLS (Competence) Skill development is part of self-development; prer equisite to action	**CONCEPTUAL** Demonstrates sound judgment, critical / creative thinking, moral r easoning	**INTERPERSONAL** Shows skill with people: coaching, teaching, counseling, motivating and empowering	**TECHNICAL** Possesses the necessary expertis e to accomplish all tasks and functions
	TACTICAL Demons trates proficiency in required professional knowledge, judgment, and warfighting		

PART III - DEVELOPMENTAL ACTION PLAN. Developmental tasks that target major performance objectives on the DA Form 67-9-1. (See FM 22-100, PART THREE)

INFLUENCING: Communicating, Decision Making, Motivating

COMMUNICATING. Articulates written and oral ideas/concepts clearly and concisely. Message received equals message sent. Displays effective listening skills.

DECISION MAKING. Reaches sound, logical decisions based on analysis/synthesis of information, and uses sound judgement to allocate resources and select appropriate course(s) of action.

MOTIVATING. Inspires, motivates, and guides others towards mission accomplishment. Sets the example by being in excellent physical / mental condition and consistently displaying proper military bearing.

OPERATING: Planning, Executing, Assessing

PLANNING. Uses critical and creative thinking to develop executable plans that are suitable, acceptable, and feasible.

EXECUTING. Shows tactical and technical proficiency: meets mission standards; takes care of people/resources. Maximizes the use of available systems and technology. Performs well under physical and mental stress.

DA Form 67-9-1a

DEVELOPMENTAL SUPPORT FORM (DSF)- PART III

PART III. DEVELOPMENTAL ACTION PLAN

PART III - DEVELOPMENTAL ACTION PLAN Development tasks that target major performance objectives on the DA Form 67-9-1 (See FM 22-100, PART THREE)

INFLUENCING: Communicating, Decision Making, Motivating

COMMUNICATING: Articulates written and oral ideas/concepts clearly and concisely. Message received equals message sent. Displays effective listening skills.

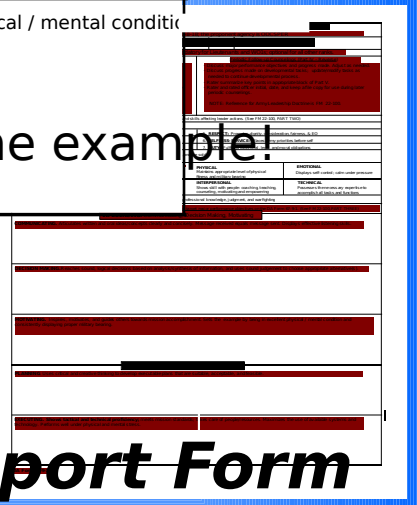
(1) Provide an oral OPORD brief to CO/XO during FTX in April.

DECISION MAKING: Reaches sound, logical decisions based on analysis/synthesis of information, and uses sound judgment to choose appropriate alternative(s).

(7) Facilitate a discussion on the ethical decision making during June OPD.

MOTIVATING: Inspires, motivates, and guides others towards mission accomplishment. Sets the example by being in excellent physical / mental condition consistently displaying proper military bearing.

(3,6) Lead Platoon PT every Monday in April- set the example!



- ***Target performance objectives on Support Form***
- ***At least <u>one developmental task per leader action</u>***
- ***Tasks should be specific, measurable, and achieva***

DEVELOPMENTAL SUPPORT FORM (DSF)- PARTS IV AND V

PART IV. VERIFICATION

PART IV - VERIFICATION: Rater initials _____ Rated officer initials Date _____ senior rater initials

PART V. DEVELOPMENTAL ASSESSMENT

PART V - DEVELOPMENTAL ASSESSMENT RECORD: Summary of key points made during follow-up counselings. Highlight progress and strengths observed as well as developmental needs across values, attributes, skills, and actions.

1st Assessment Key Points

participative

candid

constructive

positive

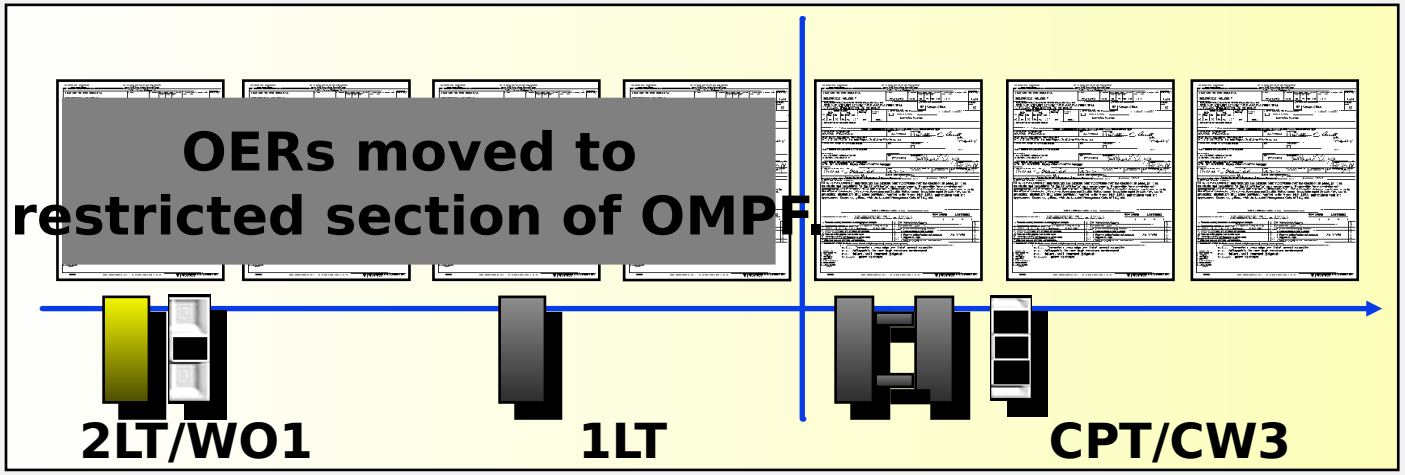
NOT A RATING!!

Rated officer initials _____ Rater initials _____ Date _____

Summary of key points

-- discussion of values, attributes, skills
-- progress on developmental tasks and focus
-- noted strengths
-- further needs for focus/improvement
-- rater/rated officer initials and date of counseling

Masking Early OERs



- **WO1 reports "masked" after selection to C**
- **LT reports masked after promotion to CPT**
  - Initial Requirement - YG 87 and later (e.g. YG 8&
  - Ongoing Requirement - Upon promotion to CPT
  - ORB lists duty positions even when OERs are "masked"
  - **When you see a BQ (command) or key staff job on ORB with no OER on file; OER was a LT report and therefore "masked"**

Remember all LT OERs are seen by CPT Board.

OER System Enhancements

Purpose: To implement and support leader development for company grade officers and warrant officers in ranks of WO1 and CW2

Specifics:

- Use of DA Form 67-9-1a (DSF) expanded to cover officers in the ranks of CPT, LT, CW2, and WO1
- No block check in part VIIb, Senior Rater Box Check, expanded to include CPT, LT, CW2, and WO1
- Focus on quantifiable performance and potential in Senior Rater narrative

OER System Enhancements

- **Transition:**
- 1. Effective 1 October 2004, raters will initiate the DA Form 67-9-1a for CPT, LT, CW2, and WO1 within the first 30 days of implementation, if it is not already in use.

- 2. For officers in these grades Senior Raters will use the part VIIb box check on OERs with THRU dates including 30 September 2004. Senior Raters will not complete the part VIIb box check on OERs with THRU dates of 1 October 2004 or later. HQDA will process these reports with an HQDA label stating “No Box Check.”

- 3. Rating officials will execute a Human Resources Command directed OER (Code 19) with a THRU date of 31 Dec 04 on all CPT, LT, CW2, and WO1, provided rater meets minimum time qualifications and rated officer has not received a due course OER with a thru date between 1 Oct and 31 Dec 04. Rated officers in attendance at a resident course of instruction or hospital in-patients will receive an HRC directed OER as soon as eligible. All officers and warrant officers in the Active Component inventory on 01 October 2004 will receive a transition report.

- 4. USAR and ARNGUS will execute the enhancements effective 01 October 2004. USAR and ARNGUS officers and warrant officers in applicable ranks will NOT receive an initial Code 19 HRC Directed Report.

Why: This enhancement supports the critical tasks of mentoring, educating, and developing future leaders and Warriors for today’s Joint and Expeditionary Army

TYPES OF EVALUATION

AR 623-3, Chapter 3

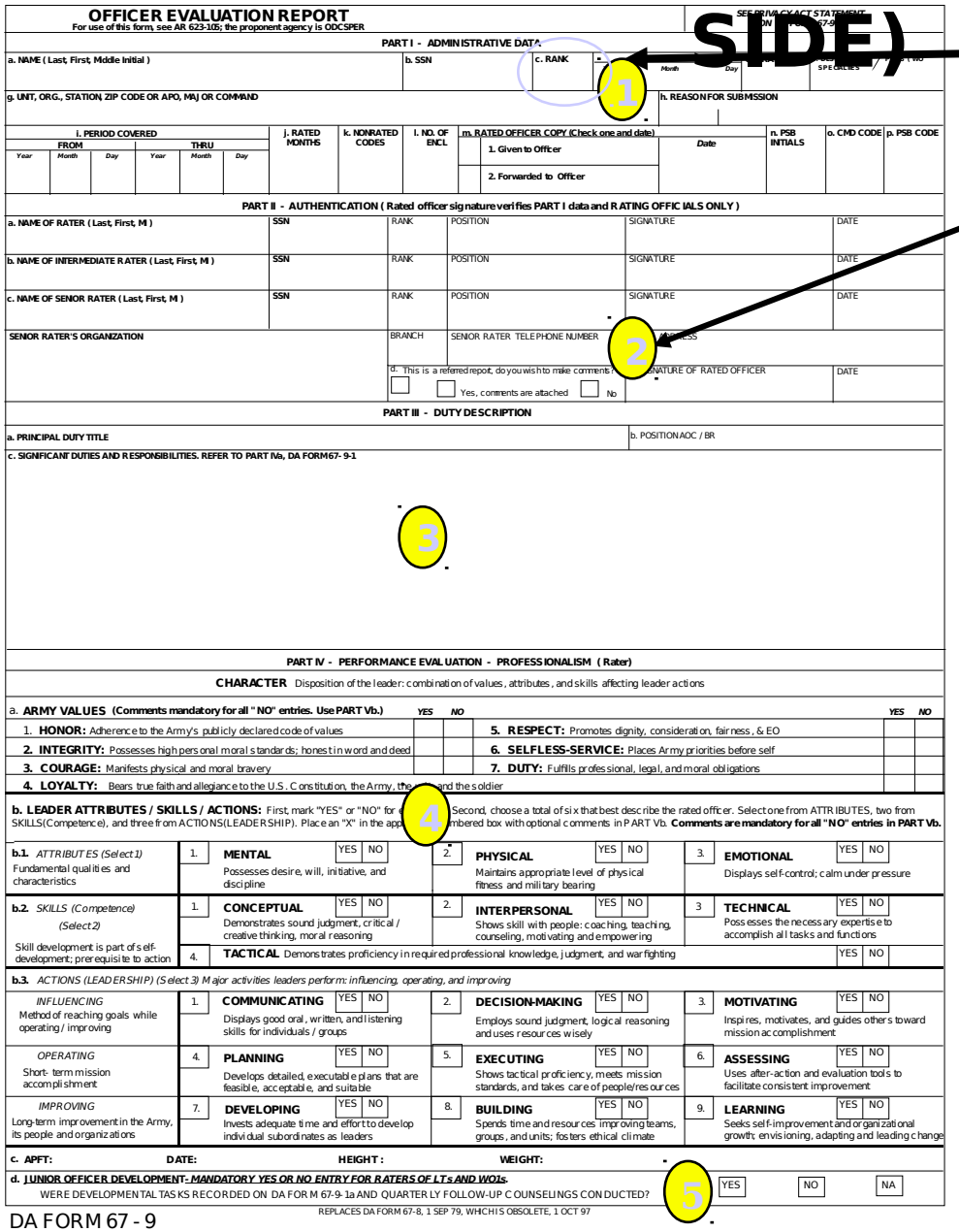
Section VII: Mandatory Reports – 90 day minimum

Section VIII: Mandatory Reports – Other than 90 day minimum

Section IX: Optional Reports

- **CHANGE OF DUTY**
- **CHANGE OF RATER**
- **ANNUAL**
- **COMPLETE THE RECORD**
- **RELIEF FOR CAUSE**
- **OTHER – SPECIAL SITUATIONS**

DA FORM 67-9 (FRONT SIDE)



OFFICER EVALUATION REPORT
For use of this form, see AR 623-105; the proponent agency is ODCSPER

SEE PRIVACY ACT STATEMENT ON DA FORM 67-9

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) | b. SSN | c. RANK | d. DATE OF RANK (Year, Month, Day) | e. DAFSC / PRIMARY MOS / SECONDARY SPECIALTIES / ADDITIONAL MOS

g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND | h. REASON FOR SUBMISSION

i. PERIOD COVERED FROM (Year, Month, Day)	THRU (Year, Month, Day)	j. RATED MONTHS	k. NONRATED CODES	l. NO. OF ENCL	m. RATED OFFICER COPY (Check one and date)	Date	n. PSB INITIALS	o. CMD CODE	p. PSB CODE
					1. Given to Officer				
					2. Forwarded to Officer				

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)

	SSN	RANK	POSITION	SIGNATURE	DATE
a. NAME OF RATER (Last, First, MI)					
b. NAME OF INTERMEDIATE RATER (Last, First, MI)					
c. NAME OF SENIOR RATER (Last, First, MI)					

SENIOR RATER'S ORGANIZATION | BRANCH | SENIOR RATER TELEPHONE NUMBER | E-MAIL ADDRESS

d. This is a referred report, do you wish to make comments? ☐ Yes, comments are attached ☐ No | SIGNATURE OF RATED OFFICER | DATE

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE | b. POSITION AOC / BR

c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions

a. **ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)**

	YES	NO		YES	NO
1. **HONOR:** Adherence to the Army's publicly declared code of values			5. **RESPECT:** Promotes dignity, consideration, fairness, & EO		
2. **INTEGRITY:** Possesses high personal moral standards; honest in word and deed			6. **SELFLESS-SERVICE:** Places Army priorities before self		
3. **COURAGE:** Manifests physical and moral bravery			7. **DUTY:** Fulfills professional, legal, and moral obligations		
4. **LOYALTY:** Bears true faith and allegiance to the U.S. Constitution, the Army, the [illegible] and the soldier					

b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for [illegible]. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS(Competence), and three from ACTIONS(LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. **Comments are mandatory for all "NO" entries in PART Vb.**

b.1. *ATTRIBUTES (Select1)* Fundamental qualities and characteristics	1.	**MENTAL** Possesses desire, will, initiative, and discipline	YES NO	2.	**PHYSICAL** Maintains appropriate level of physical fitness and military bearing	YES NO	3.	**EMOTIONAL** Displays self-control; calm under pressure	YES NO
b.2. *SKILLS (Competence) (Select2)* Skill development is part of self-development; prerequisite to action	1.	**CONCEPTUAL** Demonstrates sound judgment, critical / creative thinking, moral reasoning	YES NO	2.	**INTERPERSONAL** Shows skill with people: coaching, teaching, counseling, motivating and empowering	YES NO	3	**TECHNICAL** Possesses the necessary expertise to accomplish all tasks and functions	YES NO
	4.	**TACTICAL** Demonstrates proficiency in required professional knowledge, judgment, and warfighting	YES NO						
b.3. *ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving*									
INFLUENCING Method of reaching goals while operating / improving	1.	**COMMUNICATING** Displays good oral, written, and listening skills for individuals / groups	YES NO	2.	**DECISION-MAKING** Employs sound judgment, logical reasoning and uses resources wisely	YES NO	3.	**MOTIVATING** Inspires, motivates, and guides others toward mission accomplishment	YES NO
OPERATING Short- term mission accomplishment	4.	**PLANNING** Develops detailed, executable plans that are feasible, acceptable, and suitable	YES NO	5.	**EXECUTING** Shows tactical proficiency, meets mission standards, and takes care of people/resources	YES NO	6.	**ASSESSING** Uses after-action and evaluation tools to facilitate consistent improvement	YES NO
IMPROVING Long-term improvement in the Army, its people and organizations	7.	**DEVELOPING** Invests adequate time and effort to develop individual subordinates as leaders	YES NO	8.	**BUILDING** Spends time and resources improving teams, groups, and units; fosters ethical climate	YES NO	9.	**LEARNING** Seeks self-improvement and organizational growth; envisioning, adapting and leading change	YES NO

c. APFT: DATE: HEIGHT: WEIGHT:

d. **JUNIOR OFFICER DEVELOPMENT-** *MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.*
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED? YES NO NA

DA FORM 67 - 9 REPLACES DA FORM 67-8, 1 SEP 79, WHICH IS OBSOLETE, 1 OCT 97

1. Be careful with "P" indicato
(DA PAM 623-3, table 2-1)

2. RO signs last, ***Allow for Time*** SR uses AKO address when possible.

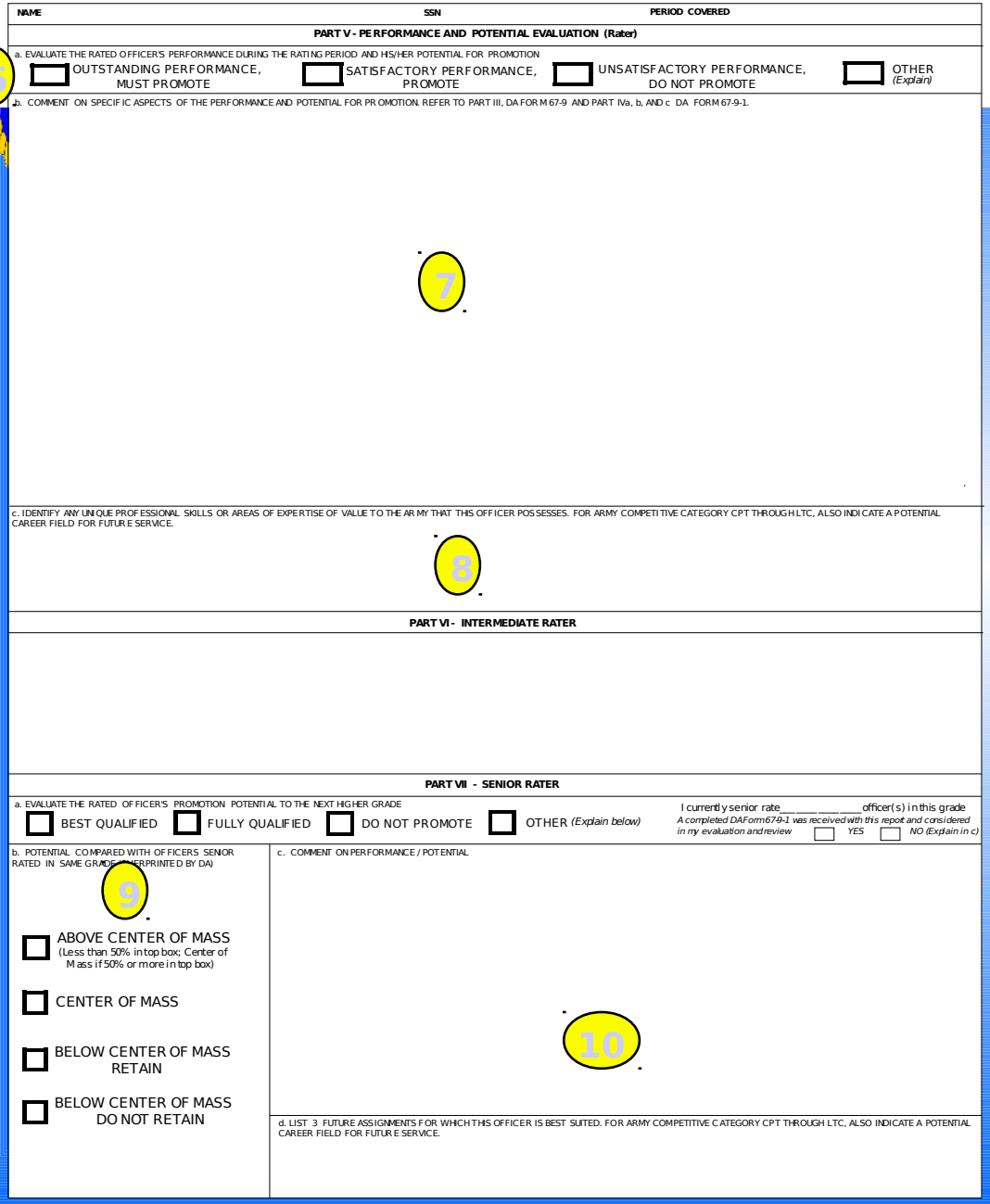
3. Lists Scope & degree of responsibility in terms of: resources, people, facilities & budget.

4. No is Bad
Leader Word Picture - ***No "School Solution"***

Important to CFD Board

5. ***New!*** Effective 1 Oct 04 For Evaluation of Raters

DA FORM 67-9 (REVERSE



NAME | SSN | PERIOD COVERED

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

☐ OUTSTANDING PERFORMANCE, MUST PROMOTE ☐ SATISFACTORY PERFORMANCE, PROMOTE ☐ UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE ☐ OTHER *(Explain)*

6

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.

7

c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

8

PART VI - INTERMEDIATE RATER

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

☐ BEST QUALIFIED ☐ FULLY QUALIFIED ☐ DO NOT PROMOTE ☐ OTHER *(Explain below)*

I currently senior rate_____officer(s) in this grade

A completed DAForm67-9-1 was received with this report and considered in my evaluation and review ☐ YES ☐ NO *(Explain in c)*

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (IMPRINTED BY DA)

9

☐ ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box)

☐ CENTER OF MASS

☐ BELOW CENTER OF MASS RETAIN

☐ BELOW CENTER OF MASS DO NOT RETAIN

c. COMMENT ON PERFORMANCE / POTENTIAL

10

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

6. **To Date Most RO's viewed as *Outstanding***

7. **Performance & Potential**

Authorized: Double space between Performance & Potential comments (MSG 02-220)

8. **NOT for Potential - Optional: *Unique Professional Skills/Expertise_***

Mandatory: For ACC CPT thru LTC - must recommend a Career Field (CF/BR or CF/FA)

9. **No Part VII b Box Check For Evaluations on MG/CPTs/LTs & CW5/CW2s/WO1s (effective 1 Oct 04)**

10. **Quantifiable Performance & Potential Comments in narrative**

OER Processing Issues

- **Part II - Invalid Rater/Senior Rater**
  *** When CPTs get promoted to MAJ minimum grade for SR Changes**
- **Part II - Referred OER not referred**
- **Part IIc. - Incorrect SSN & branch for Senior Rater**
- **Part IVb. - Block checks missing**
- **Part IVd. - HT/WT Yes/No missing**
- **Part IVd. - DSF evaluation incorrectly annotated (New for CPT & CW2s, effective 1 Oct 04)**
- **Part Vb. - No potential comments (mandatory)**
- **Part Vc. - Potential comments in this block should only be for unique skills**
  - No recommended Career Field

Watch !

Watch !

OER Issues Con't

Watch !

- **Part Vc. – Career Fields for <u>Special</u> Branches (not required)**
- **Part VIIa. – Number of "currently senior rated officers" incorrect/blank**
- **Part VIIb. - No Part VIIb box check for MG/CPT/LT & CW5/CW2/WO1s (expansion effective 1 Oct 04)**
- **Part VIId. – Missing recommended Career Field/Future Assignments**

Watch !

- **Required Enclosures missing with OER**

OER ADMINISTRATIVE DATA -- PARTS I, II, III

OFFICER EVALUATION REPORT

For use of this form, see AR 623-105; the proponent agency is ODCSPER

SEE PRIVACY ACT STATEMENT ON DA FORM 67-9-1

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial)	b. SSN	c. RANK	d. DATE OF RANK (Year / Month / Day)	e. BRANCH	f. DESIGNATED SPECIALTIES / PMOS (WO

g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND	h. REASON FOR SUBMISSION

i. PERIOD COVERED FROM (Year / Month / Day)	THRU (Year / Month / Day)	j. RATED MONTHS	k. NONRATED CODES	l. NO. OF ENCL	m. RATED OFFICER COPY (Check one and date)	n. PSB INITIALS	o. CMD CODE	p. PSB CODE
					1. Given to Officer / 2. Forwarded to Officer — Date			

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)

	SSN	RANK	POSITION	SIGNATURE	DATE
a. NAME OF RATER (Last, First, MI)					
b. NAME OF INTERMEDIATE RATER (Last, First, MI)					
c. NAME OF SENIOR RATER (Last, First, MI)					

SENIOR RATER'S ORGANIZATION	BRANCH	SENIOR RATER TELEPHONE NUMBER	E-MAIL ADDRESS	
	d. This is a referred report, do you wish to make comments? ☐ Yes, comments are attached ☐ No		e. SIGNATURE OF RATED OFFICER	DATE

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE	b. POSITION AOC / BR

c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67- 9-1

PROFESSIONALISM - PART IV

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions

a. **ARMY VALUES** **(Comments mandatory for all "NO" entries. Use PART Vb.)**

	YES	NO		YES	NO
1. **HONOR:** Adherence to the Army's publicly declared code of values			5. **RESPECT:** Promotes dignity, consideration, fairness, & EO		
2. **INTEGRITY:** Possesses high personal moral standards; honest in word and deed			6. **SELFLESS-SERVICE:** Places Army priorities before self		
3. **COURAGE:** Manifests physical and moral bravery			7. **DUTY:** Fulfills professional, legal, and moral obligations		
4. **LOYALTY:** Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier					

b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS(Competence), and three from ACTIONS(LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in Part Vb. **Comments are mandatory for all "NO" entries in PART V**

b.1. *ATTRIBUTES (Select 1)* Fundamental qualities and characteristics	1.	**MENTAL** Possesses desire, will, initiative, and discipline	YES NO	2.	**PHYSICAL** Maintains appropriate level of physical fitness and military bearing	YES NO	3.	**EMOTIONAL** Displays self-control; calm under pressure	YES NO
b.2. *SKILLS (Competence) (Select 2)* Skill development is part of self-development; prerequisite to action	1.	**CONCEPTUAL** Demonstrates sound judgment, critical / creative thinking, moral reasoning	YES NO	2.	**INTERPERSONAL** Shows skill with people: coaching, teaching, counseling, motivating and empowering	YES NO	3	**TECHNICAL** Possesses the necessary expertise to accomplish all tasks and functions	YES NO
	4.	**TACTICAL** Demonstrates proficiency in required professional knowledge, judgment, and warfighting							YES NO
b.3. *ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving*									
INFLUENCING Method of reaching goals while operating / improving	1.	**COMMUNICATING** Displays good oral, written, and listening skills for individuals / groups	YES NO	2.	**DECISION-MAKING** Employs sound judgment, logical reasoning and uses resources wisely	YES NO	3.	**MOTIVATING** Inspires, motivates, and guides others toward mission accomplishment	YES NO
OPERATING Short- term mission accomplishment	4.	**PLANNING** Develops detailed, executable plans that are feasible, acceptable, and suitable	YES NO	5.	**EXECUTING** Shows tactical proficiency, meets mission standards, and takes care of people/resources	YES NO	6.	**ASSESSING** Uses after-action and evaluation tools to facilitate consistent improvement	YES NO
IMPROVING Long-term improvement in the Army, its people and organizations	7.	**DEVELOPING** Invests adequate time and effort to develop individual subordinates as leaders	YES NO	8.	**BUILDING** Spends time and resources improving teams, groups, and units; fosters ethical climate	YES NO	9.	**LEARNING** Seeks self-improvement and organizational growth; envisioning, adapting and leading change	YES NO

c. APFT: **DATE:** **HEIGHT :** **WEIGHT:**

d. J

IVd. Mandatory Yes or No Box Check for Raters of CPT, LT, CW2 and WO1 (effective 1 Oct 0

RATER AND INTERMEDIATE RATER EVALUATIONS - PART V & VI

NAME | SSN | PERIOD COVERED

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

☐ OUTSTANDING PERFORMANCE, MUST PROMOTE ☐ SATISFACTORY PERFORMANCE, PROMOTE ☐ UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE ☐ OTHER *(Explain)*

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART III a, b, AND c DA FORM 67-9-1.

Vb - RATER NARRATIVE:

Performance and Potential

(can be separated by double space)

MILPER MSG 02-220

c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Part Vc

Two Parts

Optional -*Unique Professional Skills/Expertise*

Mandatory except for CWEs, also career field (CF/Br or CF/FA)

PART VI - INTERMEDIATE RATER

PART VI - INTERMEDIATE RATER NARRATIVE

SENIOR RATER'S PORTION - PART VII

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

☐ BEST QUALIFIED ☐ FULLY QUALIFIED ☐ DO NOT PROMOTE ☐ OTHER *(Explain below)*

I currently senior rate_____officer(s) in this grade

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review ☐ YES ☐ NO *(Explain in c)*

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

☐ ABOVE CENTER OF MASS
(Less than 50% in top box; Center of Mass if 50% or more in top box)

☐ CENTER OF MASS

☐ BELOW CENTER OF MASS RETAIN

☐ BELOW CENTER OF MASS DO NOT RETAIN

c. COMMENT ON PERFORMANCE / POTENTIAL

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Officers Not Receiving Part VIIb Box Check

Effective 1 Oct 0

Example of Senior Rater Comments

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

[X] BEST QUALIFIED [ ] FULLY QUALIFIED [ ] DO NOT PROMOTE [ ] OTHER *(Explain below)*

I currently senior rate 16 officer(s) in this grade

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review [X] YES [ ] NO (Explain in C

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

- [ ] ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box)
- [ ] CENTER OF MASS
- [ ] BELOW CENTER OF MASS RETAIN
- [ ] BELOW CENTER OF MASS DO NOT RETAIN

c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL

CPT Buck is the best out of 16 Captains I senior rate. I personally selected him from a group of carefully screened candidates to command a world class, highly elite OPFOR rifle company. A consummate officer, CPT Buck leads by example, is soundly grounded on tactics and shares his soldiers sacrifices and challenges. Must select this combined arms warrior for below the zone to Major and early to CGSC-ILE.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Battalion S-3, Battalion Executive Officer, Battalion Commander Would Serve Army Best in OPCF/11

Senior Rater Unit Level

After HQDA Processing

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

No Box Check

R: CPT BUCK, GEORGE 999999999

SR: COL SMITH 666666666

DATE: 04 08 18

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

[X] BEST QUALIFIED [ ] FULLY QUALIFIED [ ] DO NOT PROMOTE [ ] OTHER *(Explain below)*

I currently senior rate 16 officer(s) in this grade

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review [X] YES [ ] NO (Explain in C

c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL

CPT Buck is the best out of 16 Captains I senior rate. I personally selected him from a group of carefully screened candidates to command a world class, highly elite OPFOR rifle company. A consummate officer, CPT Buck leads by example, is soundly grounded on tactics and shares his soldiers sacrifices and challenges. Must select this combined arms warrior for below the zone to Major and send early to CGSC-ILE.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A

Battalion S3, Battalion Executive Officer, Battalion Commander Would Serve Army Best in OPCF/11

MANAGED PROFILE TECHNIQUE

- **For eligible Officers and Warrant Officers Senior Rater checks one box**

- **DA Label: reflects box check or a comparison of the box check to profile (if top box check)**

- **Top rating dependent on profile**

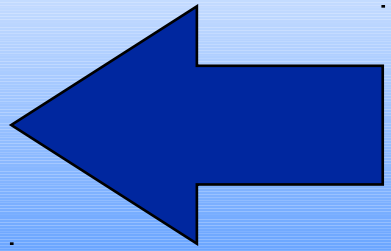
b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

☐ ABOVE CENTER OF MASS
(Less than 50% in top box; Center of Mass if 50% or more in top box)

☐ CENTER OF MASS

☐ BELOW CENTER OF MASS RETAIN

☐ BELOW CENTER OF MASS DO NOT RETAIN



HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

ACOM* or *COM* or *BCOM

RO: COL BUCK, GEORGE 999999999

SR: LTG SMITH 666666666

DATE: 98 07 18

TOTAL RATINGS: 20

RATINGS THIS OFFICER : 2

MANAGED PROFILE TECHNIQUE

RULE #1

SENIOR RATER BOX CHECK

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

- ☐ ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box)
- ☒ CENTER OF MASS
- ☐ BELOW CENTER OF MASS RETAIN
- ☐ BELOW CENTER OF MASS DO NOT RETAIN

LABEL

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

CENTER OF MASS

RO: COL BUCK, GEORGE 999999999

SR: LTG SMITH 666666666

DATE: 98 07 18

TOTAL RATINGS: 20

RATINGS THIS OFFICER : 2

Regardless of profi

RULE #2

SENIOR RATER BOX CHECK

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

- ☐ ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box)
- ☐ CENTER OF MASS
- ☒ BELOW CENTER OF MASS RETAIN
- ☐ BELOW CENTER OF MASS DO NOT RETAIN

LABEL

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

BELOW CENTER OF MASS RETAIN

RO: COL BUCK, GEORGE 999999999

SR: LTG SMITH 666666666

DATE: 98 07 18

TOTAL RATINGS: 20

RATINGS THIS OFFICER : 2

Managed Profile

Top block check gets ONE of two labels…

Process at DA

PROFILE IS

3 17 0 0 20

TOTAL

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

- [x] ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box)
- [ ] CENTER OF MASS
- [ ] BELOW CENTER OF MASS RETAIN
- [ ] BELOW CENTER OF MASS DO NOT RETAIN

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

ABOVE CENTER OF MASS

RO: COL BUCK, GEORGE 999999999

SR: LTG SMITH 666666666

DATE: 96 07 18

TOTAL RATINGS: 20

RATINGS THIS OFFICER : 2

RULE # 3

- Top block check labeled "above center of mass" *when…*

- profile is less than 50% in top block

- Board sees only label

RULE # 4

Process at DA

PROFILE IS

10 10 0 0 20

TOTAL

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

CENTER OF MASS

RO: COL BUCK, GEORGE 999999999

SR: LTG SMITH 666666666

DATE: 96 07 18

TOTAL RATINGS: 20

RATINGS THIS OFFICER : 2

- Top block check labeled "center of mass" *when…*

MANAGED PROFILE REINFORCING RULES

- **First, single top box at a given grade will generate ACOM label at DA, regardless of profile (of the first four OERS by grade, any one, but only one, can be ACOM)**
- **Can't mention box check, in the narrative**
- **Can only restart in a grade with *your SR's permission* after 3 reports in that grade have been processed at DA**

Managed Profile

Example of How It

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

[X] BEST QUALIFIED [ ] FULLY QUALIFIED [ ] DO NOT PROMOTE [ ] OTHER *(Explain below)*

I currently senior rate 3 officer(s) in this grade

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review [X] YES [ ] NO (Explain in C)

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

[X] ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box)

[ ] CENTER OF MASS

[ ] BELOW CENTER OF MASS RETAIN

[ ] BELOW CENTER OF MASS DO NOT RETAIN

c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL

MAJ Smith is the best out of 3 Majors I senior rate. I personally selected him from a group of carefully screened candidates to lead a forward deployed Personnel Service and Support mission . A consummate officer, MAJ Smith leads by example, is soundly grounded in field personnel service support and shares his soldiers sacrifices and challenges. Must select this AG warrior for below the zone to Lieutenant Colonel, Command, and early attendance to the War College.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Battalion Commander, Division G-1, Corps AG Operations Would Serve Army best in OPCF/42

Senior Rater Unit Level

Processed at **HQDA**

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

[X] BEST QUALIFIED [ ] FULLY QUALIFIED [ ] DO NOT PROMOTE [ ] OTHER *(Explain below)*

I currently senior rate 3 officer(s) in this grade

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review [X] YES [ ] NO (Explain in C)

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

ABOVE CENTER OF MASS

RO: MAJ SMITH, BILLL 999999999

SR: COL SARGEANT 666666666

DATE: 04 07 18

TOTAL RATINGS: 17

RATINGS THIS OFFICER : 2

c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL

MAJ Smith is the best out of 3 Majors I senior rate. I personally selected him from a group of carefully screened candidates to lead a forward deployed Personnel Service and Support mission . A consummate officer, MAJ Smith leads by example, is soundly grounded in field personnel service support and shares his soldiers sacrifices and challenges. Must select this AG warrior for below the zone to Lieutenant Colonel, Command, and early attendance to the War College.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Battalion Commander, Division G-1, Corps AG Operations Would Serve Army best in OPCF/42

SMALL POPULATION / SMALL PROFILE

SELECTION BOARD INSTRUCTIONS:

(1) Check Box in VIIa - same grade in population

(3 OR LESS = Small Population)

(2) Check DA label: "Total Ratings" & "Ratings this Officer"

(5 or less = immature profile)

(3) Focus on "Narrative"- VIIc

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

[X] BEST QUALIFIED [ ] FULLY QUALIFIED [ ] DO NOT PROMOTE [ ] OTHER (Explain below)

I currently senior rate 1 officer(s) in this grade

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review [X] YES [ ] NO (Explain in C)

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT

CENTER OF MASS

RO: CW3 BUCK, GEORGE 999999999

SR: LTC SMITH 666666666

DATE: 98 07 18

TOTAL RATINGS: 1

RATINGS THIS OFFICER: 1

c. NARRATIVE COMMENTS ON PERFORMANCE / POTENTIAL

CW3 Buck is the most outstanding warrant officer I have ever served with. He has earned the respect and trust of every commander in the brigade. Particularly noteworthy was his contribution to the warfighting ability of the battalion and brigade by keeping the M2 Bradley Fighting Vehicles operationally ready. His fellow technicians acknowledge him as the best technician in the division. He is a soldier and leader first, and maintains those skills at a level that equals his technical acumen. CW3 Buck has the ability to meet any challenge. Promote below the zone to CW4. A future CW5

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY OFFICERS, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

DIV Maintenance Officer, TRADOC Instructor, CASCOM Doctrine writer Would best serve Army in OPCF/11

Contract With the Senior Rater

OPPORTUNITY

TO GIVE BEST OFFICERS TOP RATINGS

CONFIDENCE

THAT OTHER SENIOR RATERS CAN'T INFLATE

KNOWLEDGE

-THAT MAJORITY OF ALL RATINGS = CENTER OF MASS

-THAT EVALUATION SYSTEM SERVES BOTH SELECTION PROCESS AND LEADER DEVELOPMENT

Senior Rater Profile Report
DA FORM 67-9-2 (effective 1 Oct 04)

SENIOR RATER PROFILE REPORT
OFFICER EVALUATION REPORTING SYSTEM
FOR USE OF THIS FORM, SEE AR 623-105; PROPONENT AGENCY IS ODCSPER

A. NAME	B. SSN	C. RANK	D. DATE OF REPORT

	CURRENT OER PROFILE					PROFILE HISTORY		
	ACOM COM	COM	BCOM RETAIN	BCOM DO NOT RETAIN	Total Ratings	Total Ratings	1st Block COM	% Total 1st Block
MG								
BG								
COL								
LTC								
MAJ								
CPT	*Do Not Receive block VIIb. Box Check*							
1LT	*Do Not Receive block VIIb. Box Check*							
2LT	*Do Not Receive block VIIb. Box Check*							
CW5								
CW4								
CW3								
CW2	*Do Not Receive block VIIb. Box Check*							
WO1	*Do Not Receive block VIIb. Box Check*							

DA FORM 67-9-2 1 OCT 97

You have 3 separate Profiles based on promotion system: (1) Active; (2) USAR; (3) ARNG

<u>Active duty profile</u>: HRC-Alexandria
(703) 325-9660; DSN 221-9660
email: tapcmse@hoffman.army.mil
Online: www.hrc.army.mil (HRC-Alexandria)

<u>Reserve profile</u>: HRC-St. Louis
(314) 592-0679; DSN 892-0679
Email: mary.lewis@arpstl.army.mil
Online: www.hrc.army.mil (HRC-St Louis)

<u>Guard profile:</u> National Guard Bureau
(703) 607-7111; DSN 327-7111
Email: clyde.rebeiro@ngb.army.mil

Questions

Comments

Concerns